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Report of the Board of Auditors on progress in the handling of information and communications technology affairs in the Secretariat

Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Board of Auditors on progress in the handling of information and communications technology (ICT) affairs in the Secretariat (A/70/581). The Committee also had before it the report of the Secretary-General on the implementation of the recommendations contained in the Board's report (A/70/607).

2. During its consideration of the above-mentioned reports, the Advisory Committee met with the members of the Audit Operations Committee as well as with the representatives of the Secretary-General, who provided clarification and additional information in writing, concluding with written responses submitted on 22 February 2016.

II. Background and context

3. Background information is provided in paragraphs 1 to 6 of the report of the Board of Auditors (see also A/67/770, paras. 5-19). The Advisory Committee recalls that in December 2012 the Board of Auditors issued a report (A/67/651) in response to the request in General Assembly resolution 66/246 that the Board audit and evaluate the handling of ICT affairs in the Secretariat. In its related report, which was endorsed by the General Assembly in its resolution 67/254 (sect. I, para. 2), the Advisory Committee requested that the Board follow up on the implementation of its recommendations (A/67/770, para. 69).

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4. Since the issuance of the Board's first report, the following reports related to the ICT strategy have been considered by the General Assembly:

(a) Progress on the implementation of recommendations related to strengthening information and systems security across the Secretariat (A/68/552) and the related report of the Advisory Committee (A/68/7/Add.11) (see General Assembly resolution 68/247);

(b) Proposals for a revised ICT strategy for the Secretariat (A/69/517) and the related report of the Advisory Committee (A/69/610) (see General Assembly resolution 69/262);

(c) Proposed programme budget for 2016-2017, containing a series of proposals related to the implementation of the ICT strategy (A/70/6 (Sect. 29A-Sect. 29H) and the related report of the Advisory Committee (A/70/7) (see also General Assembly resolution 70/248);

(d) Status of implementation of the ICT strategy (A/70/364 and Corr.1) and the related report of the Advisory Committee (A/70/7/Add.18) (see General Assembly resolution 70/248).

III. Key findings and recommendations of the Board

5. The Board indicates that its current report is based on an audit conducted between September and October 2015. The Board examines progress made in addressing the concerns raised in its report of 2012 about:

(a) Information security, including progress in implementing the 10-point security plan covering prevention; incident detection and response; governance and compliance; and disaster recovery issues;

(b) The revised ICT strategy, including issues related to the development of the strategy; internal consultation and buy-in to the strategy; funding for the ICT strategy; alignment of business plans with the ICT strategy; governance and accountability; scope and remit of the Chief Information Technology Officer; understanding and prioritizing investment in ICT; application management; and ICT skills in the Secretariat;

(c) Progress in implementing the revised ICT strategy, in particular provision of support to Umoja, the enterprise resource planning system; harmonization of ICT services across the United Nations; business intelligence and data analytics projects in support of wider business objectives; and project management issues.

6. The overall conclusion of the Board is that the Secretariat has taken action to respond to its previous report and recommendations. The Board considers the revised ICT strategy to be a pragmatic first step in responding to its concerns, noting that the strategy is focused on the standardization of ICT policies, applications and procedures, and the harmonization of various support structures. The Board also notes that tangible progress has been made in areas such as the regional technology centres and the global service help desk to support the deployment of Umoja.

7. The Board considers however that fundamental managerial and structural issues identified in its last report have not yet been fully addressed. These include the continued lack of (a) clarity over the role and authority of the Chief Information Technology Officer; (b) finalization of delegations of authority to and from the Chief Information Technology Officer; (c) agreement over which ICT activities require central control and which require or merit operational freedom; (d) buy-in to the ICT strategy; and (e) establishment of a comprehensive five-year indicative budget projection for ICT that includes peacekeeping requirements, which represent some 72 per cent of overall ICT expenditure. The Board has made a total of seven new recommendations to address these issues, and also follows up on the implementation status of the 16 recommendations contained in the previous report (A/67/651).

IV. General comments

8. The Advisory Committee welcomes the Board's report, and concurs with the observations and recommendations made by the Board. The Committee commends the Board for the depth of its analysis, the scope of its audit, and the continued high quality of its work. In the Committee's view, the report makes an important contribution to the General Assembly's consideration of progress made in the implementation of its decisions regarding the ICT strategy of the United Nations. The Advisory Committee therefore recommends that the General Assembly request that the Board of Auditors submit an annual progress report during the five-year implementation period of the ICT strategy.

9. The Advisory Committee also welcomes the progress made thus far in the implementation of the ICT strategy. In its report on the status of implementation of the ICT strategy (see A/70/7/Add.18, para. 9), the Committee noted the efforts made to prioritize the development of capacities to support the roll-out of Umoja such as the establishment of an enterprise service desk supported by the regional technology centres and the enterprise application centres, as well as the improvements in the connectivity and management of the global enterprise network. The Committee also expressed its view that initial steps had been taken towards the process of transformation of the highly-fragmented ICT environment of the Secretariat.

10. However, the Advisory Committee is deeply concerned that the efforts made to redress the managerial and structural issues identified in the Board's previous report (A/67/651) fall well below what is necessary, and little progress appears to have been made towards the achievement of effective governance, management and operational arrangements for ICT matters in the Secretariat (see General Assembly resolution 69/262, para. 16). The Advisory Committee considers that these continued weaknesses present a major risk to the successful implementation of the ICT strategy, and have already resulted in delays, including the failure to present the comprehensive five-year ICT budget projection for the Secretariat requested by the General Assembly in its resolution 69/262, to serve as a baseline for measuring progress in improving efficiency and effectiveness and for establishing the Organization's future ICT funding priorities (see A/70/7/Add.18, paras. 11-12; and A/70/581, paras. 62-64).

11. **Furthermore, the Advisory Committee is of the view that ICT systems and infrastructure enable development of other major business transformation initiatives such as the mainstreaming of Umoja and shared services, and that delays in the implementation of the ICT strategy are also likely to impact negatively on the successful delivery of those initiatives.**

V. Observations and comments on specific aspects of the handling of information and communications technology affairs in the Secretariat

A. Follow-up to the recommendations of the Board of Auditors

Recommendations contained in the Board's previous report (A/67/651)

12. Information on the action taken by the Secretariat to address the Board's previous recommendations is provided in paragraphs 9 and 10 and in the relevant sections of the Board's current report (A/70/581). The annex to the report also provides a summary of the implementation status of each recommendation and comments by both the Secretariat and the Board as of November 2015. As indicated in its report, the Board considers 2 of the 16 recommendations to have been fully implemented, with the remaining 14 under implementation.

13. From the annex to the Board's report, the Advisory Committee notes that, in a number of instances, the Board's comments indicate that the Secretariat's response and plans do not address the issues raised in its recommendations, and that there are also differences of opinion regarding progress achieved in implementing the recommendations. As an example of such differences, the Board provided the Advisory Committee with the following table comparing the status of implementation of 47 extant recommendations from prior periods as reported in annex I to the Board's report on the financial statements of the United Nations (A/70/5 (Vol. I)) and the corresponding report of the Secretary-General (A/70/338 and Corr.1, paras. 79-82).

Status of implementation of recommendations from prior periods reported in annex I to the report of the Board of Auditors on the financial statements of the United Nations and the corresponding report of the Secretary-General

Implementation status	*Report of the Board of Auditors (A/70/5 (Vol. I)) July 2015*	*Report of the Secretary-General (A/70/338) August 2015*
Implemented	5	10
Under implementation/in progress	19	32
Not implemented	18	0
Closed by the Board	5	5
Total	**47**	**47**

14. With regard to the table, the Board informed the Advisory Committee that it questioned the Secretariat's view that five recommendations had been implemented in the month of August 2015, particularly when the recommendations in question

related to ongoing areas of concern such as the capacity to manage organizational change and responding to fraud. The Board also questioned the Secretariat's classification of 13 recommendations judged by the Board as "not implemented" in July 2015 as "in progress" in August 2015, indicating that it was not inclined to give credit for preparatory activities such as holding a meeting or drafting high-level plans as evidence that the implementation was under way. The Board informed the Committee that it would review progress in implementing recommendations during its next audit of the United Nations financial statements (Volume I) in mid-2016 and provide clarifications on any differences of opinion with the Secretariat regarding their implementation status.

15. In this connection, the Advisory Committee recalls that, in its resolution 66/232 B concerning the accountability framework, the General Assembly requested the Secretary-General to ensure the full implementation of the recommendations of the Board of Auditors in a prompt and timely manner, as well as to continue to indicate priorities, an expected time frame and the office holders to be held accountable for their implementation. **The Advisory Committee considers the implementation of the recommendations of oversight bodies to be a key managerial responsibility, and requests the Board of Auditors to continue to provide the General Assembly with its comments and observations on the plans envisaged and actions taken by the Secretariat in response to its recommendations, as well as its views regarding their implementation status. In this regard, the Advisory Committee stresses the importance not only of acceptance of the recommendations by the Secretariat, but also of their full and timely implementation in a manner that addresses the causes of the issues identified by the Board.**

16. On a related matter, the issue of reiterated recommendations was raised during an exchange with the Board in the context of the Advisory Committee's consideration of the report of the Board of Auditors on peacekeeping operations (A/70/5 (Vol. II)). As indicated in the report of the Board, although the nominal rate of implementation of its recommendations remained more or less static, with a marginal increase from 51 per cent in 2013/14 to 52 per cent in 2014/15, the recommendations shown with a status of "implemented" included recommendations that had been reiterated and closed in the previous report only to avoid duplication. If those recommendations were excluded, the actual rate of implementation fell to 28 per cent. **In view of the foregoing, the Advisory Committee requests the Board to consider making a distinction between new and reiterated recommendations. It is of the view that the number of reiterated recommendations could serve as an indicator of performance regarding the implementation of recommendations, with a high number indicating poor performance and, conversely, a low number reflecting a positive result.**

Recommendations contained in the Board's current report (A/70/581)

17. The Board has made seven new recommendations which are listed in the summary to its current report, and the Secretariat's response is contained in document A/70/607. The Advisory Committee notes that the Secretariat has accepted all the recommendations, with the exception of the first recommendation,[1]

[1] Clarify the role and authority of the Chief Information Technology Officer in field operations by setting out clearly which activities require strong central control and which activities require or merit operational freedom.

which is accepted only partially (A/70/607, para. 3). Upon enquiry, the Board informed the Advisory Committee that its report had been cleared with the offices of the Under-Secretaries-General for Management and Field Support in accordance with normal Board of Auditors protocols with no indication of a "partial acceptance" of that recommendation. The Board also indicated that it was not clear which elements of the recommendation were subsequently not accepted by the Secretariat. The Board further indicated that it would seek additional clarification from the Secretariat on its characterization of "partial acceptance" of that recommendation. The Advisory Committee requests that further clarification on the Secretariat's position be provided to the General Assembly at the time of its consideration of the present report.

18. **The Advisory Committee notes the brevity and lack of detail in the report of the Secretary-General (A/70/607), and considers that the substance of the report of the Secretary-General is not commensurate with the in-depth analysis of a broad range of strategic, managerial and operational issues presented in the Board's report.** Upon enquiry as to the Board's views in this regard, the Board indicated that, overall, the nature and tone of the Secretariat's responses did not appear to recognize the urgency and seriousness of the Board's concerns, and that references to "continuing efforts" suggested that the Secretariat might be adopting a "business as usual" approach to addressing those concerns. Furthermore, in the Board's view, such an approach would not tackle the fundamental managerial and structural issues highlighted in the report. **The Advisory Committee expects that, in the future, the Secretariat will provide more detailed information on the actions envisaged to address the Board's observations and recommendations, as well as a clear timeframe for their implementation.**

B. Governance and accountability

Information and communications technology policies and procedures

19. Four of the seven recommendations made by the Board pertain to matters regarding ICT governance, policies and procedures, delegation of authority and accountability. Upon a request for clarification regarding the "delegation of authority document" referred to in the last sentence of paragraph 3 of the report of the Secretary-General (A/70/607), the Secretariat informed the Advisory Committee that the Secretary-General's Bulletins, Administrative Instructions and technical procedures for the Office of Information and Communications Technology formed a set of documents that, taken together, established delegation of authority for ICT in the Secretariat, in a manner similar to that applied for delegation of authority in the other administrative areas covered by the Department of Management, including human resources, financial and supply chain management. Delegation of authority for each of the above-mentioned administrative areas was achieved through a multi-step process including definition of the central role and authority of each area; delegation of authority from the Secretary-General; and establishment of a policy governing further delegation of authority and the limits of that delegation, along with a body of rules, regulations, policies and standards that personnel assuming the delegated functions are required to comply with.

20. With regard to the status of issuance of the above-mentioned documents, the Secretariat informed the Advisory Committee, upon enquiry, that a preliminary

review had been conducted by the Office of Legal Affairs and that consultations with Secretariat departments and offices were ongoing in advance of the consideration of the documents by the executive leadership of the Secretariat.

21. **The Advisory Committee points out that the process of the revision of the governance structure and the establishment of policies and procedures for the Office of Information and Communications Technology has been ongoing for several years (see A/67/770, para. 44). The Committee is deeply concerned by the delays accumulated in implementing the requests made in section II, paragraphs 16 and 18, of General Assembly resolution 69/262,[2] and considers that there is an urgent need for the effective operationalization of ICT governing structures and the promulgation of a comprehensive set of ICT policies and procedures, including clarification of roles and responsibilities with regard to ICT matters and specification of clear delegations of authority. The Committee recommends that the General Assembly request the Secretary-General to expedite the ongoing reviews and consultations and to issue, as a matter of priority, the relevant official documents, including the Secretary-General's Bulletin, Administrative Instructions and technical procedures for the Office of Information and Communications Technology.**

Disagreements between stakeholders

22. The Board is of the view that the absence of clear and agreed terms of reference detailing the decision-making authority for the governance bodies has impeded resolution of key issues and disagreements as well as the enforcement of compliance with key aspects of the strategy. The Board provides various examples to illustrate some of the time-consuming disagreements and difficulties that arose in 2015 between the Departments of Management and Field Support, namely (a) a pilot project investing in low orbit satellite telecommunication facilities, also referred to as "O3b" or "other 3 billion" networks,[3] with a total cost of $24 million (see A/70/581, paras. 59-60; see also para. 23 below); (b) denial of access to the Office of Information and Communications Technology to undertake checks on the firewalls of the systems of the Department of Field Support (ibid., para. 9; see also

[2] Paragraphs 16 and 18 of the resolution read:

16. *Recalls* its resolution 63/262, acknowledges the responsibilities and the importance of the strong central leadership of the Chief Information Technology Officer for the overall direction and performance of information and communications technology activities within the Organization, and in this regard emphasizes the need for appropriate delegation of authority and procedures for ensuring compliance with the revised information and communications technology strategy guidelines on, inter alia, operations, security, investment and oversight at United Nations offices, in particular those related to the field;

18. *Recalls* paragraph 43 of the report of the Advisory Committee, requests the Secretary-General to ensure that all entities of the Secretariat report to the Chief Information Technology Officer on all issues relating to information and communications technology activities, resource management, standards, security, architecture, policies and guidance, and also requests the Secretary-General to provide, at the seventieth session of the General Assembly, a progress report on lessons learned in this regard, for its consideration;

[3] O3b Networks is a commercial provider of low latency, broadband satellite services to connect the "other 3 billion" people who have limited or no access to broadband for reasons of geography, political instability and economics and whose client segments include markets in Latin America, Africa, the Middle East, Asia and the Pacific.

para. 24 below); and (c) lack of collaboration in addressing serious security threats and sharing of information with the Office of Information and Communications Technology (ibid., paras. 21-22; see also para. 25 below).

23. With regard to the low orbit satellite telecommunication facilities pilot project, the Advisory Committee notes from the Board's report that, following various communications, the Chief Information Technology Officer, with deep reservations and understanding how critical it was to the Department of Field Support, supported the project to proceed to the next steps, as an exception (A/70/581, para. 60). The Advisory Committee was also informed that the Board's formal review of e-mail correspondence between the Chief Information Technology Officer, the Assistant Secretary-General for Field Support and the Assistant Secretary-General for Central Support Services over the period from 15 April to 24 June 2015 revealed a series of disagreements, including (a) whether the Chief Information Technology Officer had a role in reviewing the proposal and if it should be reviewed by the ICT Project Review Committee; and (b) if O3b was the correct technology for the Department of Field Support and whether the business case put forward by the Department was robust enough.

24. With regard to the denial of access to the Office of Information and Communications Technology to undertake checks of information security on firewalls of the Department of Field Support's systems (see A/70/581, para. 9), the Board's report indicates that this undermined efforts to fully resolve weaknesses in information security. The Board informed the Advisory Committee that there were opposing points of view on whether the Office of Information and Communications Technology should have access to firewalls operated by the Department for Field Support and different interpretations of the extant policies and procedures.[4] However, the Office of Information and Communications Technology was granted access to the firewalls of the Department's systems after the Board informed senior management of the Department that its failure to comply with the request of the Office for access to their firewalls had posed a risk to information security across the United Nations as a whole. **In this connection, the Advisory Committee stresses the relevance of paragraph 12 of section II of General Assembly resolution 69/262,[5] in which the Assembly stated unequivocally the central leadership of the Chief Information Technology Officer for ICT security across the Secretariat.**

25. The Board also indicates in its report that there have been a number of other security concerns in 2015, including specific incidents affecting interconnected data centres, in which the Office of Information and Communications Technology and the Department of Field Support did not work collaboratively together to address a serious security threat. Furthermore, at the time of the conclusion of the Board's audit, the Office of Information and Communications Technology had not yet been provided with information on the design of the Department of Field Support networks or other key information requested by the Office. The Advisory

[4] Firewall Protection United Nations Secretariat ICT Technical Procedure, section 4.2 (f), dated 7 May 2014, endorsed by the ICT policy committee and signed by the Chief Information Technology Officer.

[5] The paragraph reads:

12. *Underlines* the importance of strong and accountable management of information security, and recognizes the need to ensure central control of information security and the Chief Information Technology Officer as the central authority for information security;

Committee requests that an update on this matter be provided to the General Assembly at the time of its consideration of the present report.

26. **While recognizing that, pending the promulgation of the relevant official documents, lines of authority and responsibility remain unclear, the Advisory Committee considers nevertheless that the Departments of Management and Field Support — which are also two of the ICT strategy's main stakeholders — should have adopted a more collaborative and cooperative approach and taken into account the decisions taken by the General Assembly in its resolution 69/262, which clearly attribute to the Chief Information Technology Officer central authority for the overall direction and performance of ICT activities as well as for information security across the Organization.**

27. **The Advisory Committee considers the above-mentioned incidents to be illustrative of the type of day-to-day dysfunction that poses risks to the operations of the Organization and can also result in the inefficient and ineffective use of resources. The Advisory Committee therefore sought further explanations regarding the incidents and the failure to comply with General Assembly resolution 69/262, including on the responsibilities and accountabilities, underlying circumstances, whether the matters were escalated for decision to a higher level such as the Management Committee, and on the action taken, if any, to assess and mitigate related risks. However, the Committee did not receive a full response in time for the issuance of the present report, and therefore requests the Secretary-General to provide the General Assembly with the information requested at the time of its consideration of the present report as well as an update on the procedures in place for addressing security threats and the sharing of security-related information.**

28. **The Advisory Committee strongly believes that accountability is key to the successful management of any organization or reform initiative. It is of the view that there is a need to clarify responsibilities and enforce accountability for the above-mentioned issues. The Advisory Committee recommends that the General Assembly request the Secretary-General to report to it on the action taken in this regard.**

Investments in information and communications technology

29. The example of the low-orbit satellite capability pilot project (see para. 23 above raises further questions regarding the decision-making process within the Secretariat on high-value ICT infrastructure investments, the presentation of such investments in budgetary proposals and their approval by the General Assembly.

30. Upon enquiry as to the existing procedures for approval of ICT investments, the Secretariat informed the Advisory Committee that ICT initiatives estimated to cost more than $200,000 in combined monetary and staff resources over a four-year period must be reviewed by the Project Review Committee, which recommends decisions to the Chief Information Technology Officer. ICT initiatives were defined as any project or activity, irrespective of its source(s) of funding or cost, that will result in a new or modified ICT resource. Furthermore, pursuant to General Assembly resolutions pertaining to the ICT strategy (resolutions 69/262 and 70/248), the Chief Information Technology Officer was granted authority to review all ICT investments and the authority to delegate and rescind such authority as necessary to facilitate operational efficiency and implementation of the ICT

strategy. However, as indicated above (paras. 21-22), enforcement procedures have not yet been finalized and compliance with the policy has not yet been achieved. Upon a request for information on ICT projects with total costs of $1 million or above implemented over the previous two-year period, the Secretariat informed the Advisory Committee that, given the status of fragmentation of the ICT environment, the Office of Information and Communications Technology has been unable to achieve the necessary visibility of ICT projects or initiatives.

31. **In view of the existing procedures for approval of ICT investments, and notwithstanding the pending formalization of administrative rules regarding the activities subject to central control and those that require or merit operational freedom, the Advisory Committee sees no reason why, as a project with a total cost of $24 million, the low-orbit satellite capability pilot project was not subjected to internal procedures and submitted for review by the Project Review Committee and decision by the Chief Information Technology Officer. Furthermore, in addition to budgetary concerns, the Committee considers that, as a major investment in technology infrastructure using emerging technologies, it is essential that such a project be supported by a detailed business case and also be vetted for interoperability, compatibility and compliance with United Nations standards and existing infrastructure and systems. In addition, the needs of all relevant Secretariat field-based entities should be taken into account during the decision-making process.**

32. With regard to resource requirements, the Advisory Committee recalls that the $24 million low-orbit satellite capability pilot project was not properly presented in the budgetary proposals for either the 2014/15 or the 2015/16 period, and requested clarification regarding the budgetary transparency and approval of the requirements of the pilot project. Upon request for further clarification on this matter, the Committee was informed that research conducted by the Board showed that references to the project were made in the Secretary-General's overview report on peacekeeping operations for 2015/16 (A/69/751/Rev.1) as follows:

(a) In paragraph 125 of the report, which reads:

> In addition, in an effort to broaden the range of communications solutions available to its user community, the Department of Field Support is exploring alternatives such as fibre and traditional geostationary satellites to current methods of interconnecting field missions. By utilizing middle-mile providers that bridge the space between the Internet backbone and earth-based last mile providers that offer 2G, 3G, wimax, LTE, broadband wireless (Wi-Fi), the Department aims to deliver much lower-latency services, especially for voice and real-time applications. It is expected that such efforts will result in transformational gains in providing more agile support for information and communications technology services, especially with respect to basic connectivity.

(b) In table 19, entitled "Efficiency gains included in 2015/16 budget reports", under the entries for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), it is stated that:

> The Mission plans to increase the Internet bandwidth from 84Mb to 160Mb by June 2016 using the synergy of Intelsat, fibre and low-latency satellite technologies. The Mission is targeting to exploit the latest emerging

technologies, such as the O3b network and the fibre infrastructure in the country. No additional savings are expected and the project will be realized using existing resources with no additional funds required and will significantly enhance Internet coverage, productivity and user experience.

33. Upon a request for further details concerning the resource requirements of the project, the Secretariat informed the Advisory Committee that the funding for the project had been or will be included in the budget submissions of the missions included in the pilot[6] for the 2015/16, 2016/17 and 2017/18 periods under the object of expenditure commercial communications and equipment. The requirements for the Regional Service Centre at Entebbe had been distributed among the participating missions.

34. **The Advisory Committee finds the explanation given by the Secretariat, which purports to show that the General Assembly had been properly informed, to be unsatisfactory. The Advisory Committee regrets the total lack of transparency in the budget proposals for the 2015/16 period regarding the requirements and justification for the $24 million infrastructure project.** It is not clear to the Committee whether this reflects an isolated case or is reflective of a routine approach to the presentation of requirements for such projects. The Committee will seek further clarification from the Secretariat during its upcoming consideration of the Secretary-General's proposals for peacekeeping budgets for the 2016/17 period.

35. **The Advisory Committee is of the view that all ICT proposals need to be presented clearly in budget documents. It considers that projects with a total cost of $200,000 or more, that are subject to internal vetting by the Project Review Committee and have been approved by the Chief Information Technology Officer, should be explicitly identified with their objectives and proposed resource requirements, and presented for consideration by the General Assembly in the relevant budget document(s). In addition, the Advisory Committee is of the view that all ICT projects or initiatives with total costs starting from a specified threshold level — for instance $1 million — should be supported by a business case with a level of detail that is commensurate with the size of the project.** The Committee will comment further on this matter in the context of its report on crosscutting issues related to peacekeeping operations and relevant reports on individual mission budgets.

Review of information and communications technology budgets

36. The latest report of the Secretary-General on the status of implementation of the ICT strategy (A/70/364 and Corr.1, para. 8) provided information on the effort being undertaken by the Office of Information and Communications Technology, working closely with the Office of Programme Planning, Budget and Accounts and the Office of Central Support Services to ensure that departmental investment and project proposals were subjected to central review, prior to their submission to the Office of Programme Planning, Budget and Accounts. The report also indicated that

[6] Eight sites have been selected for the pilot, at the United Nations Mission in South Sudan (2 sites), the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic, the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (2 sites), the United Nations Support Office in Somalia, the United Nations Interim Security Force for Abyei and the Regional Service Centre at Entebbe.

major investments in technologies and acquisitions would be assessed by the Office of Information and Communications Technology prior to the solicitation process being launched by the Procurement Division (see also A/70/7/Add.18, paras. 18-19).

37. In this regard the Advisory Committee enquired whether the Chief Information Technology Officer had examined the ICT proposals in the peacekeeping budget proposals for all peacekeeping missions and the support account for the 2016/17 period. The Committee was informed that the Chief Information Technology Officer would have an opportunity to review all proposals and was coordinating the process with the Department of Field Support and the Peacekeeping Financing Division in the Office of Programme Planning, Budget and Accounts. **The Advisory Committee is of the view that the process followed in preparing the peacekeeping budgets proposed for the 2016/17 period does not respond to General Assembly resolution 69/262 (para. 16; see para. 21 above). The Advisory Committee underlines that the Chief Information Technology Officer, from the outset, should be fully engaged in the budget preparation process, including providing clear instructions for the preparation of the budget proposals based on Secretariat-wide ICT standards and priorities. The Committee will revert to this matter in the context of its upcoming consideration of peacekeeping budgets for the 2016/17 period.**

C. Information security

38. In response to the concerns raised in the Board's previous report (A/67/651), the Secretary-General proposed a 10-point information security action plan (see A/68/552) which was endorsed by the General Assembly in its resolution 68/247. Table 1 of the Board's current report (A/70/581) provides an update, provided by the Secretariat, on the implementation status of the action plan which shows that, as of October 2015, the overall 10-point plan was 62.5 per cent complete, with four of the initiatives complete and six rated as in progress but on track. The Board indicates that progress has been made in the areas of prevention, incident detection and response, and governance risk and compliance.

39. In its report, the Board indicates that it is concerned by the slow progress made in implementing corporate-wide information security arrangements and at the continuing duplication of some activities by the Office of Information and Communications Technology and the Department of Field Support (A/70/581, para. 24). It notes, for instance, that there are two systems in place for monitoring system performance and parallel staffing arrangements in place for running ICT affairs and infrastructure. The Board also notes that its recommendation that the Secretariat should explore the setting-up of an Organization-wide computer emergency response team (A/69/5 (Vol. II)) has not yet been implemented.

40. In this connection, the Advisory Committee recalls that, in its report on the status of implementation of the ICT strategy (see A/70/7/Add.18, paras. 24-25), it expressed its expectation that a common security policy was being applied across the Secretariat, including in all peacekeeping entities, and recommended that the Secretary-General be requested to provide an update on this matter in his next report. **The Advisory Committee stresses the need to eliminate duplication of ICT activities, systems and staff dedicated to information security and**

recommends that the General Assembly request the Secretary-General to provide details on this effort in his next progress report.

Information security and disaster recovery

41. With regard to disaster recovery, in its report on the status of implementation of the ICT strategy (see A/70/7/Add.18, paras. 24-25), the Advisory Committee requested that a detailed update on the status of migration of the 171 critical systems, as well as on the requirements for providing disaster recovery capabilities for the remaining systems, be provided in the Secretary-General's next report. The Board provides an update on the status of critical applications in paragraphs 25 to 28 of its report (A/70/581), which indicates that an analysis of the 171 critical applications carried out by the Office of Information and Communications Technology shows that only 11 of the 171 critical systems had advanced disaster recovery capabilities. The Board further indicates that the Office's analysis of industry best practice suggests that large multinational organizations typically have no more than 15 to 20 business critical systems, and that the Office of Information and Communications Technology is working with affected departments and offices to identify a list of 24 critical applications for endorsement by the Senior Emergency Policy Team. This issue is also discussed in the report of the Secretary-General on progress in the implementation of the organizational resilience management system (A/70/660) and the related report of the Advisory Committee.

Mandatory information security awareness training

42. With regard to prevention, it is indicated that a web-based training course on information security awareness was introduced in October 2014 which is mandatory for all ICT users in the Secretariat, and that a circular announcing the course established a series of target dates and deadlines for all staff to complete the training by July 2015. The Board's report provides details on its examination of the number of staff having completed the course in 13 Headquarters departments, which show a low overall compliance rate (19 per cent) with a range from 7 to 82 per cent for individual departments. Upon enquiry, the Advisory Committee was provided with additional information on the compliance rates, as of February 2016, of Offices away from Headquarters and the regional commissions, which range between 23 and 83 per cent and are summarized in the table below:

Office or commission	*Percentage*
United Nations Office at Geneva	52
United Nations Office at Vienna	82
United Nations Office at Nairobi	32
Economic Commission for Africa	23
Economic Commission for Europe	46
Economic Commission for Latin America and the Caribbean	83
Economic and Social Commission for Western Asia	49
Economic and Social Commission for Asia and the Pacific	40

43. The Board notes that the performance measure adopted by the Office of Information and Communications Technology for information security awareness —

deployment of the mandatory training course — suggests that this activity is complete. The Board considers however that tracking the number of staff having completed the training would be a more meaningful measure of progress made in raising awareness of the importance of information security and ensuring that staff are familiar with the established policies and procedures. The Board notes that no sanctions were applied to anyone who failed to complete the course by the target date of July 2015. **The Advisory Committee concurs with the Board regarding the need to enforce compliance and ensure completion of the mandatory training by all staff. Accordingly, the Advisory Committee recommends that the General Assembly request the Secretary-General to apply sanctions such as the temporary withdrawal of access to United Nations ICT systems, as suggested by the Board of Auditors, and to report on this matter in his next report on the ICT strategy.**

D. Indicative five-year budget projection

44. In paragraphs 66 to 71 of its report the Board discusses the five-year indicative budget projection for investment in ICT prepared by the Secretariat. The Board has identified a number of limitations in the underlying data and assumptions, particularly that the projection does not contain the required information on peacekeeping ICT requirements, which represent some 72 per cent of the proposed ICT requirements for the Secretariat in 2016-2017 (see also A/70/7/Add.18, paras. 10-12). The Advisory Committee recalls that, in its resolution 70/248, the General Assembly has reiterated the request made in its resolution 69/262 for an indicative, five-year, overall ICT budget projection for the Secretariat, which is to be presented in the context of the next progress report of the Secretary-General. In this regard, the Advisory Committee was informed that the Department of Field Support is committed to gathering, collating and providing comprehensive technical information on its ICT landscape for inclusion in the progress report on the ICT strategy and will work with the Chief Information Technology Officer and her office to produce the budget projections for ICT in peacekeeping for inclusion in the next progress report on the ICT strategy to be submitted at the seventy-first session of the General Assembly. **The Advisory Committee expects that accurate and comprehensive data on the five-year indicative budget projection for all Secretariat entities will be provided to the General Assembly in the context of the Secretary-General's next report on the ICT strategy.**

E. Alignment with the information and communications technology strategy

45. The Board indicates that input and collaboration from business units to date has been slow, and that it has seen limited evidence of plans from the individual business units on the actions they intend to take to achieve the objectives of the strategy (A/70/581, para. 45). The Board also indicates that in July 2015 the Office of Information and Communications Technology promulgated the ICT strategy guidelines to all heads of department, setting out the actions that each entity must undertake for the strategy to be implemented successfully, as well as guidance on the activities to be undertaken across the Secretariat to support implementation of

the strategy in areas such as the establishment of five-year planning assumptions and the harmonization and standardization of ICT structures (ibid., para. 47).

46. **The Advisory Committee stresses that it is incumbent upon the Secretary-General to ensure that all Secretariat entities undertake and complete the required activities to align their ICT activities and plans to those set out in the ICT strategy, in accordance with the relevant decisions of the General Assembly (resolutions 69/262 and 70/248). The Advisory Committee trusts that this process will take place in an orderly manner and stresses in particular the need to formalize, without further delay, the Secretariat-wide ICT policies and procedures and delegation of authority, in order to enforce compliance. The Advisory Committee recommends that the General Assembly request the Secretary-General to provide, in his next progress report, information on the business plans and status of alignment of the ICT activities of each Secretariat entity with the ICT strategy.**

Reclassification of posts

47. In paragraph 43 of its report, the Board indicates that it was informed that since the ICT strategy was approved a number of posts previously classified as ICT posts had been reclassified as non-ICT posts, noting that this could result in the artificial reduction in the number of ICT staff. **The Advisory Committee emphasizes that the reclassification of all established posts must be submitted for consideration by the General Assembly as part of the budget process, and that posts created for a given function cannot be redirected to a different function without prior approval by the General Assembly.**

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Prevention of armed conflict

Security Council
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Letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Upon instructions from my Government, I have the honour to enclose herewith the appeal of the Verkhovna Rada of Ukraine to the parliaments of foreign States, international organizations and parliamentary assemblies condemning the continuing aggression of the Russian Federation against Ukraine, which was adopted on 18 February 2016 (see annex).

I would appreciate your kind assistance in having the present letter and its annex distributed as a document of the General Assembly, under agenda item 34 (a), and of the Security Council.

(*Signed*) Volodymyr **Yelchenko**
Ambassador
Permanent Representative

16-02919 (E) 290216

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Annex to the letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Appeal of the Verkhovna Rada of Ukraine to the parliaments of foreign States, international organizations and parliamentary assemblies condemning the continuing aggression of the Russian Federation against Ukraine

Underscoring the respect for the Charter of the United Nations, the Universal Declaration of Human Rights of 1948, the European Convention for the Protection of Human Rights and Fundamental Freedoms of 1950, the International Covenant on Civil and Political Rights of 1966, the International Convention on the Elimination of All Forms of Racial Discrimination of 1965, the Helsinki Final Act of the Conference on Security and Cooperation in Europe of 1975, the Strasbourg Framework Convention for the Protection of National Minorities of 1995 and General Assembly resolution 68/262 of 27 March 2014 entitled "Territorial integrity of Ukraine",

Noting that respect for sovereignty and territorial integrity, maintenance of international peace and security and development of friendly and equal relations between States are the foundation of international relations and international law,

Stressing that respect for fundamental human rights and freedoms and protection of the rights of its citizens is a fundamental responsibility of every State, and that abuse of those principles is unacceptable and must be unanimously condemned by the international community,

Strongly condemning the continuing military aggression of the Russian Federation against Ukraine, which began on 20 February 2014 in the Autonomous Republic of Crimea and the city of Sevastopol with the forcible seizure of Ukrainian territory by divisions of the armed forces of the Russian Federation, the organization and holding of the illegal "referendum", and the artificial creation of illegal local State authorities controlled by the Kremlin,

Stressing the fact that Ukraine respects international law and respects human rights and freedoms,

Expressing serious concern over the systematic, deliberate and massive violations committed by the Russian occupation authorities against human rights and fundamental freedoms and the rights of indigenous peoples in the Autonomous Republic of Crimea and the city of Sevastopol, and certain areas of the Donetsk and Luhansk regions,

Condemning the political and nationally motivated persecution and harassment of the civil, political, social and economic rights of citizens of Ukraine in the temporarily occupied territories,

Emphasizing the unacceptability of the abrogation of property, linguistic, religious and other rights of national minorities and indigenous peoples of Ukraine, in particular the Crimean Tatars,

Condemning the occupation policy of the Russian authorities with respect to the illegal confiscation of Ukraine's State property and the private property of citizens of Ukraine who reside in the temporarily occupied territories,

Stressing the criminal and non-humane actions of the Russian occupation Government that implements a policy of total terror against dissidents and ethnic and religious communities, both in Russia and in the occupied territories of Ukraine,

Being aware of the threat of the increasing authoritarianism and dictatorship within the Russian Federation, the danger of the greater development of a policy of aggression and terror by that country against the Ukrainian State and its people, and against peace and security in the region and in the world,

The Verkhovna Rada of Ukraine

Demands that the Russian Federation immediately cease the occupation of the Autonomous Republic of Crimea and the city of Sevastopol, and also of certain areas of the Donetsk and Luhansk regions;

Calls on the Russian Federation to cease the continuing practice of abductions, illegal arrests and imprisonment of citizens of Ukraine, to terminate the ban on the entry of representatives of the Crimean Tatar people into the Crimean peninsula and to cease violations of freedom of speech and media and restrictions on freedom of religion and peaceful assembly;

Calls on the Russian Federation to cease actions that directly or indirectly finance illegal armed groups in its territory and in the territory of Ukraine, sending military equipment and weapons, organizing logistics, training and financing of terrorists, and to fully implement the requirements of General Assembly resolution 68/262 entitled "Territorial integrity of Ukraine", the terms of the Minsk agreements and the Package of Measures for their implementation of 12 February 2015;

Appeals to the international community to condemn the violent actions of the Russian Federation against the territory of Ukraine and to exert greater political and diplomatic pressure on the Russian occupation authorities to restore the jurisdiction of Ukraine within its internationally recognized borders;

Calls on the Russian Federation to immediately release political prisoners and the residents of Crimea, and to implement the decisions of the European Court of Human Rights to ensure and facilitate the unrestricted access of international missions and international human rights organizations to the territory of the Crimean Peninsula for the purpose of continuous monitoring and surveillance of the area in order to ensure the protection of human rights and freedoms on the temporarily occupied territory of the Autonomous Republic of Crimea and the city of Sevastopol;

Calls on the international community to continue to exert pressure on the Russian Federation as a country that blatantly violates the Charter of the United Nations, the Memorandum on Security Assurances in Connection with Ukraine's Accession to the Treaty on the Non-Proliferation of Nuclear Weapons (Budapest Memorandum) of 5 December 1994, the Final Act of the Conference on Security and Cooperation in Europe of 1 August 1975 and the International Convention for the Suppression of the Financing of Terrorism of 1999, until Russia complies with the international legal framework;

Welcomes the European Parliament resolution, adopted on 4 February 2016, which strongly condemns the illegal annexation of the Autonomous Republic of Crimea and city of Sevastopol by the Russian Federation, and points to the unprecedented critical situation of human rights in the peninsula, the systematic attacks by the Russian occupation authorities on the fundamental rights and freedoms of all who disagree with its policies, primarily Crimean Tatars and ethnic Ukrainians, including the suppression of any manifestations of democracy and freedom in the Crimea, including the termination of functioning free media;

Supports the position of the European Parliament on the necessity of launching an international negotiation mechanism to restore Ukrainian sovereignty by the de-occupation of the Autonomic Republic of Crimea and the city of Sevastopol in the "Geneva Plus" format, with the direct involvement of the institutions of the European Union in the process.

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Letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Upon instructions from my Government, I have the honour to enclose herewith the statement of the Ministry of Foreign Affairs of Ukraine on the second anniversary of the illegal occupation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation (see annex).

I would appreciate your kind assistance in having the present letter and its annex distributed as a document of the General Assembly, under agenda item 34 (a), and of the Security Council.

(*Signed*) Volodymyr **Yelchenko**
Ambassador
Permanent Representative

16-02924 (E) 260216

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Annex to the letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Statement of the Ministry of Foreign Affairs of Ukraine on the second anniversary of the illegal occupation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation

20 February 2016

Two years ago, the Russian Federation, by committing an armed aggression against Ukraine, began the process of rewriting post-war history and violated the norms of international law, which are the basis of peaceful coexistence. Russia ceased to be a part of the civilized world and has become a pariah State.

Russian military personnel in green uniforms without any insignia became a symbol of a hybrid war, and their arrival in the Ukrainian Crimea started the Kremlin's blatant flouting of international law and violation of human rights in the occupied peninsula. Under the Russian occupation, Crimea has become a "grey zone" where injustice, terror, intimidation, kidnapping and torture prevail. Occupation authorities commit systematic and large-scale violations of fundamental rights and freedoms, wage a hidden war against dissidents and destroy the signs of the linguistic, religious and cultural identity of Ukrainians and the indigenous people of Crimea: Crimean Tatars. The actions of the Russian authorities aimed at banning Majlis activity, as well as political processes against Crimean Tatars in the occupied peninsula, clearly prove the tyranny of the occupants.

The international community has unanimously expressed its solidarity with Ukraine in its fight against Russian armed aggression. Democratic nations condemned the occupation and imposed sanctions against Russia and its leadership in order to restore the territorial integrity of Ukraine within its internationally recognized borders.

Ukraine demands that the Russian Federation stop the occupation, repression and numerous provocations against Ukrainian citizens and pro-Ukrainian people of the Crimean peninsula.

We call on the international community to increase political and diplomatic pressure on Russia, as the occupying State, and to support Ukraine's initiative of establishing an international platform to discuss the issues that are vitally important to the people of the occupied peninsula and the entire international community.

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Letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Upon instructions from my Government, I have the honour to transmit herewith the Appeal of the Verkhovna Rada of Ukraine to the Parliaments of Foreign States, International Parliamentary Assemblies and Organizations in connection with the threats to the lives of hostages held by the Russian militants in the territory of certain areas of the Donetsk and Luhansk regions, adopted on 18 February 2016 (see annex).

I would appreciate your kind assistance in having the present letter and its annex distributed as a document of the General Assembly, under agenda item 34 (a), and of the Security Council.

(*Signed*) Volodymyr **Yelchenko**
Ambassador
Permanent Representative

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Annex to the letter dated 22 February 2016 from the Permanent Representative of Ukraine to the United Nations addressed to the Secretary-General

Appeal of the Verkhovna Rada of Ukraine to the Parliaments of Foreign States, International Parliamentary Assemblies and Organizations in connection with the threats to the lives of hostages held by the Russian militants in the territory of certain areas of the Donetsk and Luhansk regions

The comprehensive, unconditional and full implementation of the provisions of the Minsk agreements and the package of measures for their implementation, of 12 February 2015, is a key element of the political and diplomatic settlement of the situation in certain areas of the Donetsk and Luhansk regions caused by the military aggression of the Russian Federation against Ukraine.

At the same time, provisions that relate to the life, freedom and security of people are determinants of the successful and peaceful resolution of the situation and should be a priority.

The Verkhovna Rada of Ukraine notes that contrary to the spirit and language of the Minsk agreements, the Russian Federation and the illegal armed groups it commands have taken no actions to implement the humanitarian provisions of the Minsk agreements, in particular those relating to the release of hostages seized by them and the unimpeded access to humanitarian missions in the occupied territories.

The constant acts of violent harassment and intimidation perpetrated by the Russian occupation forces and its militants in certain areas of the Donetsk and Luhansk regions have become particularly brutal in nature against the hostages seized from among local residents, journalists, volunteers and representatives of the armed forces of Ukraine and other law enforcement agencies. As at 22 February, according to the Joint Center for Control and Coordination of the search and release of illegally imprisoned individuals, hostages and establishing the location of the missing in the area of the Anti-Terrorist Operation, 137 citizens of Ukraine are being held hostage in inhumane conditions, and the fate of 694 citizens of Ukraine remains unknown.

The militants' recently voiced threats regarding their readiness to impose the death penalty against their hostages are particularly alarming.

Consequently, out of concern and feeling responsible for the safety and lives of the citizens of Ukraine who are held hostage by the country-aggressor and the forces it controls, the Verkhovna Rada of Ukraine calls on the parliaments of foreign states, international parliamentary assemblies and organizations:

- To use all available mechanisms at the governmental, parliamentary and non-governmental levels to give a clear signal to the Russian Federation on the unacceptability of the use of assassinations and extrajudicial executions, torture and other cruel, inhumane and degrading treatment against the hostages and local residents of the territories of the Donetsk and Luhansk regions occupied by Russia;

- To demand that the Russian Federation provide immediate access to the International Committee of the Red Cross (ICRC) to the hostages and illegally detained persons and to seek the involvement of ICRC to search for missing persons and identify the bodies of those who have been killed;
- To urge the Russian Federation to implement the transfer of citizens of Ukraine who are being illegally held by Russia and the militants it controls;
- To demand that the Russian Federation and the illegal armed groups it supports cease the ongoing military aggression against Ukraine and immediately fulfil its obligations under the Minsk agreements regarding Ukraine regaining control of its borders;
- To urge the Governments of their countries to continue and strengthen the restrictive measures against the Russian Federation, to ensure the complete fulfilment of its obligations under the Minsk agreements.

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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Proposed budget of the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017

Report of the Independent Audit Advisory Committee

Summary

The present report contains the comments, advice and recommendations of the Independent Audit Advisory Committee on the proposed budget of the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017.

16-02851 (E) 290216

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I. Introduction

1. The Independent Audit Advisory Committee presents herein its comments, advice and recommendations to the General Assembly, through the Advisory Committee on Administrative and Budgetary Questions, on the budget of the Office of Internal Oversight Services (OIOS) under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017. The report is submitted in accordance with paragraph 2 (c) and (d) of the Committee's terms of reference (General Assembly resolution 61/275, annex).

2. The Committee has a responsibility to examine the workplan of OIOS, taking into account the workplans of the other oversight bodies, and advise the General Assembly thereon, to review the budget proposal of the Office, taking into account its workplan, and to make recommendations to the Assembly through the Advisory Committee. The Committee undertook its review of the OIOS workplan process and the proposed budget for OIOS under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 during its thirty-second and thirty-third sessions, held from 9 to 11 December 2015 and from 17 to 19 February 2016, respectively.

3. In preparing the current report, the Committee was cognizant of the recent report of the external independent panel on the United Nations response to the allegations of sexual exploitation and abuse in the Central African Republic. That report informed the Committee's observations and recommendations, especially with respect to the resources needed for the investigation function of OIOS.

4. The Committee appreciates the efforts of the Office of Programme Planning, Budget and Accounts and OIOS in providing the Committee with the relevant documents for consideration. OIOS also provided supplementary information in response to various questions from the Committee.

II. Background

5. The proposed financial resources for OIOS for 2016/17 as compared with 2015/16 are provided in table 1.

Table 1
Financial resources
(Thousands of United States dollars)

	Approved 2015/16	*Proposed 2016/17*	*Variance*	
			(Amount)	*(Percentage)*
Internal Audit Division	19 043.50	19 033.40	-10.10	-0.1
Inspection and Evaluation Division	1 114.40	1 136.90	22.5	2.0
Investigations Division	10 623.50	10 270.00	-353.4	-3.3
Executive Office	780.90	787.70	6.8	0.9
Total	**31 562.20**	**31 228.00**	**-334.20**	**-1.1**

Note: Budget figures provided by the Office of Programme Planning, Budget and Accounts, Peacekeeping Financing Division.

6. The proposed OIOS budget under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 is estimated at $31,228,000 (gross), which represents a reduction of $334,200 (gross), or 1.1 per cent, from the prior year's approved budget of $31,562,200 (gross). The reduction involves mainly general temporary assistance and other supplies and equipment. The lower amount for general temporary assistance (a decrease of $515,000 or 6.8 per cent) is attributed to the application of a higher vacancy factor, variances resulting from the updated standard salary costs used in estimation and the estimation of common staff costs.

7. The Committee recognizes that the consideration of the OIOS budget proposals with regard to the specific grade level of OIOS posts and requests for non-post resources is more appropriately within the remit of the Advisory Committee on Administrative and Budgetary Questions. The Independent Audit Advisory Committee's review, comments and advice will therefore focus on the scope of its own terms of reference with respect to the workplan and budget process of OIOS. In accordance with its terms of reference, the Committee will submit the present report to the General Assembly through the Advisory Committee. Arrangements will be made to interact with the Advisory Committee to discuss the contents of the report.

III. Comments of the Independent Audit Advisory Committee

A. Internal Audit Division

8. In the reports issued since its inception, the Committee has made a number of recommendations relating to the work of OIOS in general and the workplan and budget process of the Internal Audit Division in particular. The Committee notes that OIOS has made an effort to implement most of those recommendations. The Committee also notes that the Division continues to employ residual risk as the basis for its workplan. The Division is the largest of the three divisions of OIOS and represents close to 61 per cent of the OIOS budget under the support account.

Risk-based workplan

9. In paragraph 26 of its report on the subject for the period from 1 July 2010 to 20 June 2011 (A/64/652), the Committee recommended that the Internal Audit Division adopt more robust audit workplans that are based on residual risk. The Committee was informed that, in developing the 2016/17 workplan, the Division used the same risk-based approach that has been used since 2013, validated the previous year's audit universe and updated the audit risk assessments for all the departments, programmes, missions, functions, structures, processes and initiatives. OIOS indicated that the risk-ranked audit universe of auditable activities was developed while taking into account the impact and likelihood of risks and controls that exist to manage risk; previous oversight activities; and results of ongoing interactions/consultations with various divisions, management, the Board of Auditors and the Joint Inspection Unit. Thus, with regard to the current resource request, the Committee was informed that the Division's annual workplan was based on a residual risk-ranked audit universe of auditable entities.

10. Accordingly, as shown in table 2, OIOS indicated that the Division plans to undertake 97 audit assignments related to peacekeeping operations for the fiscal

period 2016/17. This represents a 3 per cent increase over the previous period. According to OIOS, logistics, property and facilities management and programme and project management have presented the greatest risks to a peacekeeping operation's ability to achieve its objectives. Accordingly, those three areas represent the largest number of audits. OIOS has indicated that it will continue to consult with management, the Board of Auditors and the Joint Inspection Unit during the period, monitor the risks identified in the missions and, if required, revise the workplan on the basis of emerging risks and priorities.

11. The Committee enquired with OIOS as to how the six critical risks identified under the Secretariat-wide risk assessment had informed the Division's risk-based workplan assumptions. The Committee believes that the workplan could be strengthened by more direct and demonstrated links between the Division's planned work and the risk treatment and response plan for the six critical risks. **The Committee accordingly recommends that future workplans of the Division explicitly show how those workplans are guided by the Organization's critical enterprise risk strategy.**

Table 2
Trends in the number and distribution of Internal Audit Division assignments

						Variance between 2015 and 2016	
Focus area	*2011*	*2012*	*2013*	*2014*	*2015*	*2016*	*Number of assignments*
Logistics	13	16	19	28	16	29	13
Programme and project management	12	17	13	16	19	26	7
Property and facilities management	7	5	15	9	20	17	-3
Safety and security	14	4	7	6	3	5	2
Human resources management	10	4	8	17	18	9	-9
Financial management	5	6	10	12	4	4	–
Governance and strategy	8	10	1	–	–	–	–
Information technology	3	3	3	10	4	3	-1
Procurement	1	6	9	2	10	4	-6
Total assignments	**73**	**71**	**85**	**100**	**94**	**97**	**3**

Thematic and stand-alone audits

12. In paragraph 8 of annex I to its report on its activities for the period from 1 August 2009 to 31 July 2010 (A/65/329), the Committee noted that OIOS could add value to its oversight work by conducting more audits of cross-cutting and systemic issues, that is, thematic audits. The Committee therefore recommended that, in preparing its workplan, OIOS place greater emphasis on audits of cross-cutting issues in order to identify prevalent systemic issues that needed to be addressed by management as a priority.

13. For 2016/17, OIOS indicated that 37 of the 97 assignments would be thematic engagements. It identified several high-risk thematic areas on which it planned to concentrate, including the protection of civilians, contingent-owned equipment,

military operations, aviation safety, medical services and rations management, most of which were under the logistics focus area. **The Committee commends the Division for continuing to undertake thematic audits and will monitor this matter in future budgets. Going forward, the Committee will be reviewing opportunities for OIOS to undertake thematic workplan initiatives that fully integrate its audit, evaluation and investigation capabilities. For example, reviews of the protection of civilians, sexual abuse and exploitation in peacekeeping operations and potential fraud among implementing partners would benefit from integrated workplans that bring together assignments from divisions across OIOS. The Committee is pleased to hear that OIOS is already working on this approach and is undertaking a number of initiatives to enhance its strategies for integrated workplans and engagements.**

Capacity gap analysis

14. In paragraph 17 of its report for the period from 1 July 2012 to 30 June 2013 (A/66/737), the Committee recommended that, as OIOS continued to move towards a robust risk-based approach to its workplan, it should conduct analyses of its capacity gaps. OIOS informed the Committee that it was not requesting additional resources. OIOS indicated that any capacity gap would be minimal and addressed in three ways: (a) involving the chief resident auditors in the audit process more than initially budgeted on complex audits or areas of the work; (b) assigning some of the less technical areas of audit work to non-audit staff, such as administrative assistants; and (c) examining where efficiencies in the audit process could be made, such as the reporting phase, and reallocating those resources to cover any capacity gap.

15. **Having considered the workplan of the Internal Audit Division and taking into account its previous recommendations and the clarifications from OIOS, the Committee endorses the resource requirement as proposed.**

B. Inspection and Evaluation Division

Workplan implementation

16. In paragraph 24 of its report for the period from 1 July 2013 to 30 June 2014 (A/67/772), the Committee recommended that, in order for the Inspection and Evaluation Division to ensure its relevance to decision makers, it should, inter alia, finalize its reports in a timely manner. During the deliberations, the Committee was informed that, of the three items slated for evaluation during the 2015/16 fiscal year, namely robust peacekeeping, force generation, and the rehatting process in the United Nations Multidimensional Integrated Stabilization Missions in the Central African Republic and in Mali (MINUSCA and MINUSMA), none would be completed on time. Rather, OIOS indicated that the evaluation of peacekeeping was estimated to be completed in August 2016 and those on force generation and rehatting by September 2016. **The Committee continues to be concerned by the ripple effect that the failure to complete assignments on time will have on subsequent workplans, and calls upon OIOS to ensure that the delays have no such effect.**

Risk-based workplan and budget proposal

17. With respect to risk assessment, the Committee was informed that, for the risk assessment for 2015, four key strategic documents informed the updating of the

universe of evaluation topics. They included the report of the High-level Independent Panel on Peace Operations (A/70/95-S/2015/446), the response of the Secretary-General to that report (A/70/357-S/2015/682), the 2015 review of the United Nations peacebuilding architecture (A/69/968-S/2015/490) and the global study on the implementation of Security Council resolution 1325 (2000).

18. The Committee was also informed of other risk assessment data that the Division used to update its risk assessment, including the risk assessment of the Internal Audit Division; past evaluations conducted by OIOS; a desk review of peacekeeping mandates; evaluations of the Policy, Evaluation and Training Division of the Department of Peacekeeping Operations; and interviews with relevant stakeholders and evaluation data on the 14 support account-funded peacekeeping missions.

19. OIOS maintains that it considers the Organization's enterprise risks when developing the workplan of the Inspection and Evaluation Division. However, as with the Internal Audit Division, the Committee believes that the Secretariat-wide enterprise risk management critical risk treatment and response initiatives could be more clearly linked to the Inspection and Evaluation Division's workplan process. The absence of a demonstrated link between the six critical risks of the Organization and the OIOS risk assessment may contribute to a silo mentality within OIOS. **The Committee therefore recommends that future workplans of the Inspection and Evaluation Division explicitly show how those workplans are guided by the Organization's critical enterprise risk strategy.**

Capacity gap analysis and the budget proposal

20. In paragraph 20 of its report for the period from 1 July 2014 to 30 June 2015 (A/68/773), the Committee observed the disparity in the Division's resource allocation between the regular budget and the peacekeeping budget. The Committee was informed that as a result of the Division's assessment, 13 evaluations were considered to be in high-risk areas (of which 8 were thematic and 5 focused on individual peacekeeping missions). With the available resources, however, the Division indicated that it was possible to conduct only 3 evaluations, leaving a gap of 10 high-risk assignments.

21. The Committee was also informed that, noting the resource challenges facing the Organization, while at the same time striving to maintain its evaluation oversight mandate in peacekeeping, OIOS requested an additional post of one P-3 Evaluation Officer to assist its Peacekeeping Evaluation Section in doing more thorough and adequate data collection work and to support a more timely completion of its mandated outputs of three evaluation reports per year. The request, however, was not supported by the Controller.

22. The Committee recalled paragraph 22 of its previous report (A/69/791), in which it endorsed the request for the additional post for the Division. That request was pressing, given the resource disparities that existed between the evaluation of peacekeeping activities and non-peacekeeping ones. The Committee sought clarification from the Controller as to why the requested post was not supported. The Controller informed the Committee that the decision was based on the persistently high vacancy rates prevailing in OIOS and the overall expected decrease in the peacekeeping budget levels. The Controller suggested that the

capacity gap could be addressed through the realignment of posts and positions within OIOS.

23. **Having considered the Inspection and Evaluation Division's workplan and capacity gap analysis, the lack of a clear correlation between the Organization's enterprise risk management strategy and the OIOS risk-based workplan, and the Controller's views, the Committee agrees with the Controller that the capacity gap be met through realignment of posts and positions within OIOS. The Committee therefore endorses the resource requirement as proposed. However, the Committee notes that, in the future, the success of OIOS in making sustained progress in addressing its vacancy rates would necessarily reduce the number of vacant posts that could be redeployed.**

C. Investigations Division

24. In paragraph 67 of its resolution 69/307, the General Assembly invited the Committee to examine the operational independence of OIOS, in particular in the area of investigation. The Committee, in its report on its activities for the period from 1 August 2014 to 31 July 2015 (A/70/284), provided its findings, observations and recommendations in this regard. Subsequent to the issuance of that report, the external independent panel on the United Nations response to the allegations of sexual exploitation and abuse in the Central African Republic finalized its report. The panel's findings and recommendations were considered by the Committee in reviewing the workplan and resource requirement of the Investigations Division.

25. The panel, in addressing the operational independence of OIOS, built on the Committee's recommendation regarding the need for a holistic review of OIOS, with special emphasis on the Investigations Division. This recommendation, however, was not endorsed by the General Assembly. **The Committee continues to believe that, without such a review, it will be difficult to ensure that the widespread and significant concerns about the operations, internal working relationships and effectiveness of the Investigations Division will be resolved.**

Workplan implementation

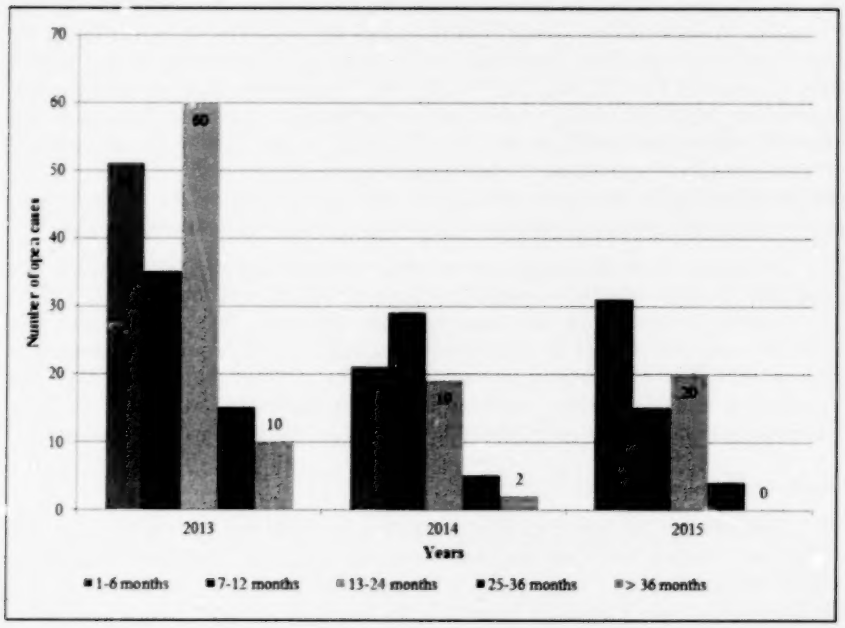
26. In reviewing the workplan implementation of the Investigations Division, the Committee focused on its previous recommendations. Specifically, the Committee was concerned that the high vacancy rates in the peacekeeping section of the Division would have a negative impact on the ability of OIOS to fulfil its mandate. The Committee had also expressed concerns over the delays in completing investigation assignments.

27. With respect to vacancies, the Committee was informed that OIOS continued to face challenges in attracting and maintaining a highly skilled, talented and professional workforce. However, the Committee was also informed that, while the vacancy rate for the peacekeeping section of the Division was 28.9 per cent as at 31 October 2015, the rate as at 31 January 2016 was 19.3 per cent. If that progress is sustained, it will represent a very positive development. The Committee was informed that, although the Division's efforts to attract high-calibre applicants (particularly with greater geographic diversity) had been improving, the Division would continue to explore strategies to appeal to experienced professional investigators.

28. With regard to the delays in the disposition of investigation cases, the Division informed the Committee of the continued improvements in reducing the number of carry-over assignments. Specifically, according to OIOS, the Division has achieved very modest improvements with respect to the time that it takes to complete its investigations, from an average of 15.8 months in 2014 to 13.9 months in 2015. OIOS believes that it is on the right track to achieve the targeted six-month period. **However, the Committee remains concerned that the pace of progress is too slow and needs to be enhanced; at the current pace, it will be several years before the six-month target is met.**

29. The Committee also looked at the trends in the ageing of open cases and observed that, as shown in figure I, there was an improvement in that for the first time there were no cases pending for more than three years.

Figure I
Ageing of open cases



30. **The Committee welcomes the improvements in reducing the number of aged open cases. The Committee calls upon OIOS to develop and issue a strategy for addressing its enduring vacancy issues that entails new strategies, as appropriate, and key milestones for recruitment, hiring and onboarding. The Committee also recommends that OIOS augment efforts to reduce the average number of months to complete investigations so that it consistently achieves the six-month target.**

Workplan and resource requirement

31. The Investigations Division's request reflects the current staffing level, save for a request to establish 1 General Service post and redeploy 11 posts from various

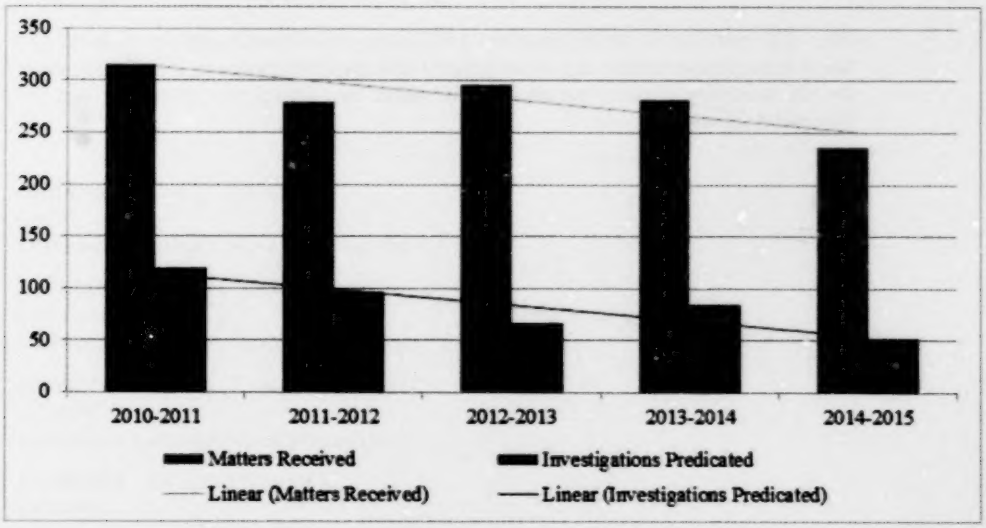
offices to Entebbe, MINUSCA, MINUSMA and Vienna. The Controller endorsed the redeployments but not the creation of the new post. OIOS informed the Committee that the 2016/17 budget included the cost to maintain the new case management system (GoCASE). The Committee was also informed that the Division intended to exploit the analytical capabilities of GoCASE and Umoja to support the Division's efforts to achieve risk-based planning.

Anticipated caseload

32. During the discussions with OIOS, the Committee was informed that the Division's mandated work comprised two pillars of investigative activity: reactive, whereby it responds to reports of possible misconduct; and proactive, whereby it seeks to identify, through an assessment of risk and other factors, the potential for fraud and other violations in high-risk ope ations. This proactive approach seeks to deploy investigative resources in a focused manner in response to identified risks.

33. With respect to its reactive work, OIOS indicated that it was always a challenge to estimate the type and volume of matters that the Division would address in the course of any reporting period. Accordingly, the Committee was informed that the Division would continue to forecast its coming reactive caseload by analysing recent past trends. OIOS stated that the five-year trend was for an annual intake of approximately 281 matters, with some 84 of those resulting in investigations and the remainder referred to other entities, filed for information or validated as part of the due diligence process of the Organization (see figure II).

Figure II
Peacekeeping-related intake: five-year trend



34. The Committee was also informed that the intake for the 2015/16 period, which was initially forecast at 293 cases, comprised 180 matters to date, of which 60 had been predicated for investigation.

35. Given the overall declining trends in both intake and predication, as shown in figure II above, the Committee enquired as to why OIOS was expecting 281 cases for the 2016/17 period.

36. Realizing the imprecise nature of trend analysis as a basis for the Division's budget, OIOS informed the Committee that it had recently sought to be more analytic and anticipatory of the investigation needs of its operating environment, particularly in peacekeeping.

37. **The Committee welcomes the decision to incorporate its prior recommendation to undertake proactive investigative work. The Investigations Division, and OIOS more generally, has done ample work in recent years that should suggest specific aspects of peacekeeping operations that pose the most risk. Proactive work targeted at those risks can help to strengthen procedures and controls and thus preclude problems from occurring. Addressing issues before they become problems reduces the need for subsequent investigations.**

38. **The Committee believes that OIOS should also review its planning assumptions for the reactive caseload that are based on historic trends.**

39. **Having reviewed the workplan and budget proposal, taking into account the vacancy rates, and notwithstanding the findings and recommendations contained in document A/70/284 and those of the external independent panel on the United Nations response to the allegations of sexual exploitation and abuse in the Central African Republic, the Committee agrees with the Controller's proposal and endorses the resource requirements as proposed.**

IV. Conclusion

40. The members of the Independent Audit Advisory Committee respectfully present the present report containing its comments and recommendations for consideration by the Advisory Committee on Administrative and Budgetary Questions and the General Assembly.

(*Signed*) J. Christopher **Mihm**
Chair
Independent Audit Advisory Committee

(*Signed*) Maria Gracia M. **Pulido Tan**
Vice-Chair
Independent Audit Advisory Committee

(*Signed*) Patricia X. **Arriagada Villouta**
Member
Independent Audit Advisory Committee

(*Signed*) Natalia A. **Bocharova**
Member
Independent Audit Advisory Committee

(*Signed*) Richard Quartei **Quartey**
Member
Independent Audit Advisory Committee

United Nations A/70/760–S/2016/179

General Assembly
Security Council

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24 February 2016

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General Assembly
Seventieth session
Agenda item 34
Prevention of armed conflict

Security Council
Seventy-first year

Letter dated 24 February 2016 from the Permanent Representative of the Democratic People's Republic of Korea to the United Nations addressed to the Secretary-General

I have the honour to transmit herewith the text of a crucial statement of the Supreme Command of the Korean People's Army issued on 23 February 2016 with regard to a grave situation on the Korean Peninsula caused by the United States of America and south Korea (see annex).

I should be grateful if you would have the present letter and its annex circulated as a document of the seventieth session of the General Assembly, under agenda item 34, and of the Security Council as soon as possible.

(*Signed*) **Ja** Song Nam
Ambassador
Permanent Representative

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Annex to the letter dated 24 February 2016 from the Permanent Representative of the Democratic People's Republic of Korea to the United Nations addressed to the Secretary-General

Crucial statement of the Supreme Command of the Korean People's Army

Pyongyang, February 23 (KCNA) — The Supreme Command of the Korean People's Army (KPA) issued the following crucial statement on Tuesday, 23 February 2016:

The US imperialists and the south Korean puppet forces are making desperate efforts after being taken aback by the first successful H-bomb test of Juche Korea and its successful launch of earth observation satellite Kwangmyongsong-4.

As the hysteric farce for adopting resolutions on "sanctions" at the United Nations, madcap military moves for stifling the DPRK with all types of nuclear weapons and all unprecedented "options" against the DPRK could not break the will of the DPRK, the US and the south Korean puppet forces have now turned to their last gambling.

That is the "collapse of social system" through "beheading operation" targeting the supreme headquarters of the DPRK.

The US imperialist aggression forces' nuclear-powered submarine North Carolina has already entered Pusan Port, F-22A Stealth fighter-bombers have been deployed in the Osan air force base and special operation troops of the US imperialist aggressor forces are finding their way to south Korea one after another to get involved in the operation.

The first special warfare corps of the US Army, 75th commando regiment, special commando regiment of the US marines, 720th special tactics corps of the US air force, special warfare team Seal and other special operation troops have already been deployed in fields. Their operation missions are to strike major strategic targets including the supreme headquarters and nuclear and strategic rocket force bases of the DPRK in wartime.

Never has there been such a time as now when almost all the special operation troops of the ground force, navy, marines and air force of the US that earned an ill fame in the past overseas aggression wars, and the aggression troops that go operational for the so-called "high-density strike" have found their way to south Korea all at once.

The US and the south Korean puppet forces openly bluster that they will examine the feasibility of the combined "beheading operation", a key programme of new OPLAN 5015, and the "removal operation" of nuclear and strategic rocket forces of the DPRK at the upcoming Key Resolve, Foal Eagle 16 joint military exercises.

The "beheading operation" touted by the enemies means a pre-emptive strike for "removing in advance the one empowered with the mandate of order" to deter the "use" of the nuclear and strategic rockets of the DPRK.

The gravity of the situation is that the south Korean puppet forces are frantically joining the gangster-like US in the implementation of "beheading operation", not content with introducing nuclear war means of the US into south Korea to kill the compatriots in the north.

The above-said "beheading operation" and the moves to "bring down the social system in the DPRK" are the height of hostile acts against it.

The service personnel and people of the DPRK regard the supreme headquarters of our revolution as dearer than their own lives.

All the service personnel and people of the DPRK are ready to immediately and mercilessly punish without slightest leniency, tolerance and patience anyone provoking the dignified supreme headquarters even a bit.

The Supreme Command of the Korean People's Army clarifies the following principled stand reflecting the will of all the angry service personnel and people to take a thousand-fold revenge upon the enemies in view of the situation that has reached the dangerous phase which can never be overlooked any longer.

From this moment all the powerful strategic and tactical strike means of our revolutionary armed forces will go into pre-emptive and just operation to beat back the enemy forces to the last man if there is a slight sign of their special operation forces and equipment moving to carry out the so-called "beheading operation" and "high-density strike".

Our primary target is the Chongwadae, the centre for hatching plots for confrontation with the fellow countrymen in the north, and reactionary ruling machines.

The Park Geun Hye group of traitors has long been disqualified to live in this land as it has recklessly introduced nuclear war means of its US master to bring a nuclear disaster to this land, desperately decrying the DPRK's nuclear deterrent and successes made in space development, treasures common to the Korean nation.

The group will have to pay a very high price for its high treason to get the sun eclipsed and destroy the cradle of our life.

If the enemies persist in their foolish military action, failing to come to their senses despite the DPRK's crucial warnings, the DPRK will stage the second striking operation to totally eliminate its very source.

The US imperialist aggressor forces' bases for invading the DPRK in the Asia-Pacific region and the US mainland are its second striking target.

The Korean-style striking operation, which has been in the making for several decades for the final battle against the US imperialists, robbers, will be an unimaginable retaliation war and reduce the cesspool of all evils to ashes never to rise again on our planet.

They should bear this in mind.

The DPRK is possessed of the most powerful and ultramodern strike means in the world which are capable of dealing fatal blows at the US mainland any moment and in any place.

There is no need for the DPRK to keep secret about its military capabilities for which it has exerted all efforts to fight decisive battles with the US for more than half a century.

The US is fated to be punished and perish in the flames due to the DPRK's deadly strikes.

The doom of the US has been sealed.

Its strongholds for aggression are within the range of the DPRK's strikes and its weaponry is ready to open fire.

The US and south Korean puppet forces would be well advised to make the final choice: whether they are to face merciless punishment or opt for making apology, though belatedly, and putting the situation under control.

Nothing is more foolish and reckless than trying to make the sun sink.

The DPRK's service personnel and people, who are like manifold fortresses protecting the supreme headquarters of the revolution, will mercilessly frustrate any provocation of the hostile forces and dash forward more dynamically for the final victory of the great Paektusan nation.

United Nations A/70/761

General Assembly

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25 February 2016
English
Original: Spanish

Seventieth session
Agenda item 46
Question of the Falkland Islands (Malvinas)

Note verbale dated 23 February 2016 from the Permanent Mission of the Dominican Republic to the United Nations addressed to the Secretary-General

The Permanent Mission of the Dominican Republic to the United Nations, in its capacity as President Pro Tempore of the Community of Latin American and Caribbean States (CELAC), presents its compliments to the Secretary-General of the United Nations and has the honour to inform him that, on 26 and 27 January 2016, the fourth CELAC Summit was held in Quito. On that occasion, the Heads of State and Government of Latin America and the Caribbean adopted a paragraph of the "Political Declaration of Quito — Mitad del Mundo", as well as a special declaration, on the question of the Malvinas Islands.

In paragraph 75 of the "Political Declaration of Quito — Mitad del Mundo", the Heads of State and Government of CELAC agreed:

> "To reiterate their strongest support for the legitimate rights of the Argentine Republic in the sovereignty dispute over the Malvinas Islands, South Georgia Islands and South Sandwich Islands and the surrounding maritime areas, as well as the abiding interest in the peaceful and negotiated settlement of that dispute, in accordance with United Nations General Assembly resolution 31/49".

The Heads of State and Government of CELAC also adopted the "Special declaration on the question of the Malvinas Islands" (see annex).

The Permanent Mission of the Dominican Republic to the United Nations would be grateful if you would have this note verbale and its annex circulated as a document of the General Assembly under agenda item 46.

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Annex to the note verbale dated 23 February 2016 from the Permanent Mission of the Dominican Republic to the United Nations addressed to the Secretary-General

Special declaration on the question of the Malvinas Islands

The Heads of State and Government of Latin America and the Caribbean, gathered in Quito, Ecuador, on the occasion of the fourth Summit of the Community of Latin American and Caribbean States (CELAC), on 27 January 2016,

1. Reiterate their strongest support for the legitimate rights of the Argentine Republic in the sovereignty dispute over the Malvinas Islands, South Georgia Islands and South Sandwich Islands and the surrounding maritime areas, as well as the abiding interest of the countries of the region in the resumption of negotiations between the Governments of the Argentine Republic and the United Kingdom of Great Britain and Northern Ireland in order to find, as soon as possible, a peaceful and definitive solution to the dispute, pursuant to United Nations General Assembly resolution 2065 (XX) and other relevant resolutions of that body and of the Organization of American States, as expressed by them in the previous declarations of the Rio Group and the Latin American and Caribbean Summit on Integration and Development, in particular the Declaration of the Latin American and Caribbean Unity Summit, held in Riviera Maya, Mexico, on 23 February 2010, which are part of the historical heritage of CELAC;

2. In this context, the Heads of State and Government of CELAC welcome the new initiative to request the Secretary-General of the United Nations to renew his efforts to carry out the mission of good offices entrusted to him by the General Assembly through successive resolutions, with a view to achieving the resumption of negotiations aimed at finding, as soon as possible, a peaceful solution to the above-mentioned dispute, and to inform them of the progress made in the fulfilment of that mission;

3. Furthermore, they reiterate the importance of observing United Nations General Assembly resolution 31/49, which calls upon the two parties to refrain from taking decisions that would imply introducing unilateral modifications in the situation while the Malvinas Islands, South Georgia Islands and South Sandwich Islands and the surrounding maritime areas are going through the process recommended by the General Assembly;

4. They highlight the continuous constructive attitude and willingness of the Argentine Government to reach, by means of negotiations, a peaceful and definitive solution to this anachronistic colonial situation on the soil of the Americas.

Quito, 27 January 2016

United Nations A/70/762–S/2016/187

General Assembly
Security Council

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General Assembly
Seventieth session
Agenda items 35, 40, 68, 70, 72, 85 and 86

Protracted conflicts in the GUAM area and their implications for international peace, security and development

The situation in the occupied territories of Azerbaijan

Promotion and protection of the rights of children

Elimination of racism, racial discrimination, xenophobia and related intolerance

Promotion and protection of human rights

The rule of law at the national and international levels

The scope and application of the principle of universal jurisdiction

Security Council
Seventy-first year

Letter dated 25 February 2016 from the Permanent Representative of Azerbaijan to the United Nations addressed to the Secretary-General

Friday, 26 February 2016, is the twenty-fourth anniversary of the Khojaly massacre committed by the Armenian forces during Armenia's aggression against Azerbaijan.

On the night of 25 to 26 February 1992, the town of Khojaly, situated in the Nagorno-Karabakh region of the Republic of Azerbaijan, was brutally seized. The attack on and capture of the town involved the extermination of hundreds of Azerbaijanis, including women, children and the elderly. Thousands of civilians were maimed and taken hostage; many of them remain missing. The town was razed to the ground. The level of brutality in Khojaly was shocking. Atrocities included scalping, beheading, the bayoneting of pregnant women and the mutilation of bodies. The facts confirmed that the intentional slaughter of the civilians in Khojaly was directed at their mass extermination only because they were Azerbaijanis.

Apart from considerable information emanating from the law enforcement agencies of Azerbaijan, the responsibility of Armenia, including that of its political and military leadership and subordinate local armed groups, for the crimes

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committed in Khojaly has been exhaustively reported, recognized and documented by numerous mass media organizations, human rights groups, independent sources and eyewitnesses to the tragedy. Detailed information is contained in document A/67/753-S/2013/106.

Despite all this, Armenia continues to deny having committed atrocities in Khojaly. That denial is evident and has taken many forms, including through State policy designed to legitimate and/or justify war crimes, as well as to shift the blame on others. And, therefore, those responsible for this crime still enjoy impunity.

For 24 years now, victims' needs for justice, truth and reparation have been ignored, and their loss and sufferings have been abused.

The Government of Armenia should put an end to its policy of denial, come to terms with its modern history and recognize its responsibility for the Khojaly massacre.

The people of Azerbaijan have been striving for justice for 24 years. Azerbaijan's legitimate pursuit of justice will continue until it prevails.

I should be grateful if you would have the present letter circulated as a document of the General Assembly, under agenda items 35, 40, 68, 70, 72, 85 and 86, and of the Security Council.

(*Signed*) Yashar **Aliyev**
Ambassador
Permanent Representative

United Nations A/70/763

General Assembly

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26 February 2016

Original: English

General Assembly
Seventieth session
Agenda item 20
Sustainable development

Letter dated 26 February 16 2016 from the Permanent Representative of Uzbekistan to the United Nations addressed to the Secretary-General

I have the honour to convey to you the attached information on the contribution of the Shanghai Cooperation Organization to peace and stability in the region (see annex).

I would appreciate it if you could circulate the present letter and its annex as a document of the seventieth session of the General Assembly under agenda item 20.

(*Signed*) Muzaffar **Madrakhimov**

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Annex to the letter dated 26 February 2016 from the Permanent Representative of Uzbekistan to the United Nations addressed to the Secretary-General

[Original: Russian]

Shanghai Cooperation Organization makes a valuable contribution to strengthening peace and stability in the region

The international influence of Uzbekistan is constantly growing thanks to robust development in all spheres, the policy of peace pursued by our Government and its consistent efforts to ensure security and stability in the region.

In Uzbekistan, which is steadily moving along its own development path under the leadership of President Islam Karimov, a strategic mechanism has been established to achieve the ambitious goals that have been set in order to join the ranks of the developed countries. As part of that process, Uzbekistan is focusing on international cooperation, including through authoritative international organizations, one of which is the Shanghai Cooperation Organization (SCO).

Founded on 15 June 2001 in the Chinese city of Shanghai, SCO has become an authoritative international organization with a firm position, effective approaches and concrete objectives. The growing influence and authority of the Organization in solving current problems of global socioeconomic and international significance and in ensuring security, stability and sustainable development in the world has rightly contributed to the growing interest of many States in becoming SCO member States, observer States or dialogue partners.

Uzbekistan, Kazakhstan, China, Kyrgyzstan, the Russian Federation and Tajikistan have been SCO member States since its founding. India, Pakistan, Afghanistan, the Islamic Republic of Iran, Mongolia and Belarus participate in SCO as observer States, while Turkey, Sri Lanka, Azerbaijan, Armenia, Cambodia and Nepal have dialogue partner status. Following the summit held in Ufa, Russian Federation, last year, the process of the accession of India and Pakistan to SCO began.

The States members of SCO have been making significant efforts since its founding to strengthen relations based on mutual trust and good-neighbourliness, to develop effective bilateral and multilateral partnerships in trade, public policy, science and technology, and arts and culture, and to ensure security and stability in the region.

The principles of mutual trust and interest, equality, collegiality, respect for cultural diversity and a shared commitment to development are firmly upheld in the work of SCO.

SCO gives priority to supporting and developing regional economic cooperation, financing joint projects, promoting direct contacts between businesspeople and financial institutions, and developing cooperation in such areas as transportation, infrastructure, information technology and telecommunications, and banking and finance. Strengthening bilateral and multilateral links in the areas of science, education, innovative technologies, health care, agriculture, environment and security is also one of the key objectives of this international organization.

The two standing bodies of SCO — the Secretariat, which has its headquarters in Beijing, and the Regional Anti-Terrorist Structure, which has its headquarters in Tashkent — are working effectively. The Secretariat is the executive body of SCO and provides organizational, technical and information support to projects carried out under the Organization's auspices. The main tasks of the Regional Anti-Terrorist Structure are to develop measures to strengthen joint efforts to combat terrorism, extremism and separatism, trafficking in drugs and weapons, and the proliferation of weapons of mass destruction; and to deter threats to international and regional security.

In the rapidly changing modern world, no global problem can be resolved by a single State acting alone. For example, environmental and security issues require active international cooperation. It should also be noted that in April 2010, while Uzbekistan held the presidency of SCO, there was a major development in the work of SCO: during the visit of United Nations Secretary-General Ban Ki-moon to Uzbekistan, a joint declaration on cooperation was signed in Tashkent between the Secretariats of the United Nations and SCO.

The adoption of that important document, which marked the start of official cooperation between the United Nations and SCO, created a strong foundation for joint efforts in addressing current challenges.

According to the SCO rules and regulations, the presidency of SCO rotates annually among the member States. Uzbekistan assumed the presidency of SCO on 11 July 2015.

Uzbekistan is one of the founding States of SCO and has assumed the presidency of the Organization twice so far — in 2003/04 and 2009/10. During those periods, important instruments and decisions were adopted on improving the work of SCO and furthering cooperation in various areas under the auspices of the Organization.

During the current presidency in the year that marks the fifteenth anniversary of the Organization's founding, it is important to ensure the successful implementation of forward-looking programmes.

In accordance with the Decree of President Islam Karimov of 21 January 2016 on convening a meeting of the Council of Heads of Government of SCO member States in Tashkent and on other activities of SCO during the Uzbek presidency, Uzbekistan is actively preparing for that important event.

During its presidency of SCO, Uzbekistan, guided by prevailing practices, is strictly adhering to and abiding by the principles of the steady expansion and development of constructive and strong cooperation, in accordance with the interests of member States, in order to ensure that the Organization continues to build its influence in the international arena.

Through its presidency of SCO, Uzbekistan is making a valuable contribution to improving the effectiveness of the Organization by formulating and implementing initiatives to develop international links, strengthen the Organization's legal framework and ensure security and stability in accordance with the goals, tasks and principles set out in the SCO Charter.

United Nations A/70/764

General Assembly

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Seventieth session
Agenda item 139
Human resources management

Composition of the Secretariat: staff demographics

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General entitled "Composition of the Secretariat: staff demographics" (A/70/605), which covers the period from 1 July 2014 to 30 June 2015. The report was submitted pursuant to various General Assembly resolutions concerning human resources management, the most recent of which were resolutions 66/234, 67/255 and 68/252. During its consideration of the most recent composition report, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 23 February 2016.

2. The report presents demographic statistical data on the global staff of the Secretariat, including staff movements, and on staff subject to the system of desirable ranges. The Advisory Committee notes that the previous composition report of the Secretary-General and the related observations of the Advisory Committee remain before the General Assembly for consideration (see A/69/292 and A/69/572, paras. 125-151).

Trends analysis

3. In previous reports, the Advisory Committee has pointed to the need for greater trends analysis in the composition report, which would identify the reasons for different patterns within the staff demographics, in particular those emerging since the issuance of the previous report, to help the reader to grasp the meaning behind the statistical data and tables (A/67/545, para. 138, and A/68/523, para. 5). In paragraph 13 of its resolution 68/252, the General Assembly requested the Secretary-General to supplement the information presented in the composition report with additional analysis of demographic trends and possible underlying reasons for those trends.

4. In his most recent report, the Secretary-General reiterates his belief that, in order to respond to the General Assembly's request, the reporting period should be

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adjusted to allow sufficient time for data analysis (see A/69/292, para. 3, and A/70/605, para. 3). The Secretary-General reiterates his proposal to report data on the composition of the Secretariat on the basis of the calendar year of 1 January to 31 December, with a cut-off date of 15 March of the following year, to allow the Office of Human Resources Management time to collect data from other departments and offices for a more detailed analysis. The time available to collect the data would therefore be extended from 2 to 10 weeks, which would improve the quality of the information available to the Office. As a result of the change in the reporting period to the calendar year, the time available for analysis of the trends would also be extended significantly, after which the Secretariat report would be finalized for subsequent submission to the General Assembly for its consideration.

5. In practical terms, the Secretary-General proposes that the report to be presented to the General Assembly at its seventy-third session would cover the demographic data for the period from 1 January to 31 December 2017, with a data cut-off date of 15 March 2018. The reporting period for the seventy-first session, covering the period of 1 July 2015 to 30 June 2016, would remain unchanged (A/70/605, para. 3).

6. **The Advisory Committee recalls that it does not object to the proposed change in the reporting cycle and the cut-off date for the demographic data included in the composition report, while stressing that the data for the six-month transitional period (July-December 2016) should be reflected in the report to be submitted to the General Assembly at its seventy-second session, in a format that facilitates comparisons with past and future periods. The Committee stresses that amending the reporting cycle and the cut-off date will not in themselves improve the analytical quality of the report.**

7. In terms of trends, in his report the Secretary-General provides data on staff demographics over a five-year period, from 2011 to 2015 (see A/70/605, table 2). In particular, the Secretary-General points out that over that period (a) the number of staff of the Secretariat and related entities in the United Nations system has increased by less than 1 per cent, from 75,442 to 76,115 staff members; (b) the number of Secretariat staff decreased by 6 per cent from 43,747 to 41,081 staff members; (c) in the Secretariat, the ratio of staff in the Professional and higher categories to total staff increased from 28 per cent to 31 per cent, while the ratio of staff in the General Service and related categories to total staff decreased from 62 per cent to 59 per cent.[1] Upon enquiry, the Advisory Committee was informed that the average number of applicants per job opening across all categories had increased from 163 to 212 over the same five-year period. **The Advisory Committee notes that the trends reported by the Secretary-General in his most recent composition report are similar to the trends already highlighted by the Committee in its observations on the prior composition report, reflected in the table below.**

[1] The ratio of the Field Service category of staff has remained at approximately 10 per cent since 2011.

Trends reported in the report of the Advisory Committee on Administrative and Budgetary Questions contained in document A/69/572 and in the report of the Secretary-General contained in document A/70/605

Report of the Advisory Committee contained in document A/69/572, para. 130	*Report of the Secretary-General on the composition of the Secretariat (A/70/605)*
(a) A generally stable number of staff in the Secretariat, with 41,426 serving staff as at 30 June 2014 compared with 41,273 a year earlier (A/69/292, table 2)	A very slight decrease in the number of staff in the Secretariat, with 41,081 serving staff as at 30 June 2015 (A/70/605, table 2)
(b) A slight increase in the proportion of staff in the Professional and higher categories compared with overall staffing numbers since 2010 (28 to 30 per cent) (ibid.)	A slight increase in the proportion of staff in the Professional and higher categories compared with overall staffing numbers since 2011 (28 to 31 per cent) (A/70/605, table 2)
(c) An increase in the percentage of staff in the Secretariat with permanent or continuing appointments from 11 to 17 per cent (ibid.)	An increase in the percentage of staff in the Secretariat with permanent or continuing appointments from 16 per cent in 2011 to 23 per cent in 2015 (A/70/605, table 2)
(d) The average age of Secretariat staff continues to increase, having risen from 42.3 years in 2010 to 43.8 years in 2014 (ibid.)	The average age of Secretariat staff has increased slightly to 44.2 years in 2015 (A/70/605, table 2)
(e) The average length of service in the Secretariat for all staff categories now stands at 7.2 years (ibid., table 12)	The average length of service in the Secretariat for all staff categories has increased slightly to 7.6 years (A/70/605, table 11)

8. The Advisory Committee reiterates its recommendation that the General Assembly request the Secretary-General to undertake an analysis of trends and to explain the possible reasons for certain trends, including the impact of recent human resources reforms. These details should be reflected in future reports.

Growth in senior-level appointments

9. The report of the Secretary-General also indicates that a total of 166 staff members of the Secretariat were serving at the levels of Under-Secretary-General and Assistant Secretary-General as at 31 June 2015 (see A/70/605, tables 6 and 7). Upon enquiry, the Advisory Committee was provided with statistical information indicating that the number of Secretariat staff serving at these levels has increased by 19.4 per cent over the past five years (from 139 staff members in 2011 to 166 in 2015). This increase has to be viewed in contrast to the overall 6 per cent decrease in the staff population of the Secretariat over the same period. A list of the high-level positions as at 31 January 2016 is contained in annex I. The Advisory Committee was also provided with data concerning the number of high-level positions at all the United Nations common system entities, with year-on-year changes between 2010 and 2014. The Committee notes that the Secretariat is one of only two entities (the other being the United Nations Development Programme) where there has been significant growth in the number of high-level positions; the overall number of high-level positions remained static in the other entities of the United Nations common system (see annex II).

10. **The Advisory Committee has previously expressed its concern over the apparent upward shift in the grade structure of the Secretariat (see A/68/7, para. 102, A/69/572, para. 134, and A/70/7, para. 88). Despite increasing demands on the Organization, the Committee does not believe that this should necessarily translate into an upward trend of senior positions, since that may lead to fragmentation of leadership responsibilities and diffused accountability. Therefore, the Committee expects that greater efforts will be undertaken to ensure that before presenting proposals for high-level positions a review of existing functions and structures is undertaken to minimize any possible overlap in the functional responsibilities at the senior level of the Organization.**

11. **In this connection, the Advisory Committee recommends that the General Assembly request the Secretary-General to explain his practice and policy on senior appointments in his next overview report on human resources management reform and the measures taken in that regard.**

12. The Advisory Committee also notes that there were 21 high-level appointees serving on one-dollar-per-year contracts (of both fixed-term and temporary durations) in the Secretariat's population of Under-Secretaries-General and Assistant Secretaries-General as at 30 June 2015, compared with 17 such appointees with the same status as at 30 June 2014 (see A/69/292, table 9, and A/70/605, table 9). The Advisory Committee was informed, upon enquiry, that the number of senior staff serving on that type of contract increased to 23 as at 15 February 2016. The Committee further notes that the guidelines regarding the use of such contracts requested by the General Assembly in paragraph 63 of its resolution 67/255 have still not been finalized. **The Advisory Committee expects that the guidelines concerning appointments on one-dollar-per-year contracts will be issued without further delay, as requested by the General Assembly in its resolution 67/255. The Committee also points out that the provision for such high-level appointees is not devoid of costs to the Organization, bearing in mind the requirements for administrative support, additional staff and operational costs, including those related to office space and travel. This should be taken into account when deciding to appoint individuals using this contract modality.**

13. The Advisory Committee also wishes to recall paragraph 64 of General Assembly resolution 67/255, in which the Assembly requested the Secretary-General to inform the Advisory Committee, on a regular basis, concerning, inter alia, one-dollar-a-year contracts. **The Committee notes with concern that the Secretariat has not been complying with this requirement and stresses that all provisions of General Assembly resolution 67/255 must be observed in the future.**

Permanent and continuing appointments

14. The Secretary-General indicates in his report (A/70/605) that over the past five years the ratio of permanent and continuing appointments to the entire staff population of the Secretariat has increased from 16 per cent in 2011 to 23 per cent in 2015, while the ratio of fixed-term appointments to total staff has decreased from 79 per cent in 2011 to 71 per cent in 2015.[2] According to the Secretary-General, this change is due mainly to the one-time exercise to convert staff to permanent appointments and the first continuing-appointment exercise. The Advisory

[2] The ratio of temporary appointments to total staff increased slightly, from 5 per cent in 2011 to 6 per cent in 2015.

Committee was informed that, pursuant to paragraph 56 of General Assembly resolution 65/247, which set out the modalities for granting continuing appointments, including the eligibility criteria, the Secretariat is required to conduct annual reviews subject to the availability of contracts within the appropriate post envelope. The Office of Human Resources Management conducted the first annual review for the year 2012, which was concluded on 30 September 2014. The second annual review, for 2013, commenced on 1 December 2015 and is anticipated to conclude no later than 30 November 2016. **The Committee reiterates its opinion that the ratio of permanent and continuing appointments to total staff should be closely monitored so as to ensure the appropriate balance in the overall global workforce of the Secretariat** (see A/69/572, para. 14).

Workforce planning

15. The Advisory Committee has, on a number of occasions, pointed to the need for systematic workforce planning (see A/63/526, para. 9, A/65/537, para. 9, A/67/545, paras. 12 and 13, and A/69/572, paras. 17-20). In paragraph 16 of its resolution 68/252, the General Assembly urged the Secretary-General to develop a workforce planning system as a matter of priority and to present it to the Assembly at its sixty-ninth session.

16. In this connection, on the related issue of the practice of employing former staff beyond retirement, the Advisory Committee sought and was provided with a table listing the staff members aged 65 years or older appointed during the period July 2014-June 2015 (see annex III).

17. The Advisory Committee also recalls that, while the previous overview report on human resources reform had detailed the workforce planning activities undertaken thus far (A/69/190, paras. 27-33), the Committee was informed, in the context of its review of the most recent composition report, that the Organization is reviewing the approach taken to workforce planning in the light of the new mobility framework. A workforce planning approach specifically tailored to the framework is under development (see also A/70/254, paras. 47-49). **While acknowledging the need for an adapted approach as a result of the new mobility requirements, the Advisory Committee considers that workforce planning is a broader exercise encompassing additional goals such as succession planning, rejuvenation, outreach and so on. The Committee expects therefore that a fully developed strategy concerning the development of a robust workforce planning system will be included in the next overview report on human resources management reform, so that the General Assembly can consider related proposals without further delay.**

Gender

18. The Secretary-General indicates in his report that the ratio of female staff to total staff slightly increased, from 33 per cent to 34.4 per cent, between 2011 and 2015 (see A/70/605, table 2 and paras. 20-22). In terms of the efforts made by the Organization to close the gender gap, the Advisory Committee was further informed that in 2012 the System-wide Action Plan on Gender Equality and the Empowerment of Women was established to monitor the implementation of gender parity and that it was the first inter-agency accountability framework for gender equality. In January 2014, the Department of Field Support launched a senior women talent pipeline initiative, which seeks to identify and support highly

qualified external women candidates and encourage them to apply to P-5 to D-2 level vacancies in field operations. To date, eight women from the pipeline have been selected and over 15 have been rostered in various occupational groups at senior levels. The Secretariat also now utilizes the human resources management scorecard to monitor each department, office, mission and regional commission with respect to individual gender targets. Senior managers' compacts with the Secretary-General are also used to establish annual targets on gender parity and set responsibility for their achievement. Short lists and recommended lists for positions up to the D-2 level are expected to include among the minimum three names of qualified and suitable candidates at least one female candidate. **The Advisory Committee intends to keep the matter of achieving gender balance in the Secretariat workforce under close review. The Committee also encourages the Secretary-General to redouble his efforts in this regard and to report thereon, including on any targeted outreach initiatives, in the next overview report.**

Geographical representation

19. With regard to staff subject to the system of desirable ranges, the report indicates that as at 30 June 2015 there were 3,001 Secretariat staff members with geographical status pursuant to General Assembly resolution 65/247. Between 2011 and 2015, the number of unrepresented and underrepresented Member States decreased from 20 to 18 and from 56 to 37 respectively; at the same time the number of overrepresented Member States increased from 7 to 22 (A/70/605, table 18). **Upon enquiry, the Advisory Committee was provided with updated information on the effect of the new scale of assessment for the period 2016-2018**. The Committee was informed upon enquiry that selection decisions are made in accordance with article 101.3 of the Charter, which provides that paramount consideration should be given to the highest standards of efficiency, competence and integrity. However, the Outreach Unit of the Strategic Planning and Staffing Division continues to collaborate with the agencies, funds and programmes, as well as with departments of the United Nations Secretariat, to target applicants from unrepresented and underrepresented countries by raising awareness about jobs at all levels across all occupational groups at all duty stations. It also actively promotes the young professionals programme to nationals of unrepresented and underrepresented countries. Moreover, career opportunities at the United Nations are promoted through electronic media such as Facebook, Weibo, Twitter and Linkedin; virtual career fairs; radio; targeted videos; as well as through in-person visits to universities and professional associations.

20. With regard to proposals to increase the representation of developing countries in the Secretariat, in accordance with paragraph 47 of General Assembly resolution 67/255, the Advisory Committee was informed that in determining the most suitable candidate, efforts are made to strengthen the overall capacity of management teams with a view to bringing together the best possible blend of experience and competencies. While increases in the representation of developing countries have occurred in recent years, the Secretary-General recognizes that the ratio of posts occupied by the nationals of these countries to the overall staff population has not changed significantly.

21. **The Advisory Committee recalls the provisions of General Assembly resolution 67/255 with respect to improving the representation of developing countries in the Secretariat. Furthermore, the Committee recalls its comments, contained in paragraphs 115-124 of its report on human resources management**

(A/69/572), on the proposed amendments to the system of desirable ranges, which are pending consideration by the General Assembly.[3]

22. On a related matter and in the context of its current review, the Advisory Committee sought and obtained a table containing an overview of staff demographics of the Secretariat as at 30 June 2015 by the five regional groupings (Africa, Asia-Pacific, Eastern Europe, Latin America and the Caribbean and Western Europe and Other States). A summary of that table is contained in annex IV.

Other issues

23. With regard to new appointments, the report of the Secretary-General indicates that from 1 July 2014 to 30 June 2015, 179 Secretariat staff members, having gone through the selection process, were appointed to posts subject to geographical distribution. During the same period, 76 Secretariat staff members were appointed through a national competitive examination or the young professionals programme (A/70/605, para. 45).

24. In terms of movement of staff, the report of the Secretary-General indicates that over the reporting period, from a population of 26,894 staff administered in the Integrated Management Information System and Umoja, the movements of staff included 4,406 appointments and 4,378 separations.[4] The United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic was the biggest recruiting field entity, with 170 appointments and 26 separations; the United Nations Stabilization Mission in Haiti was the biggest downsizing entity, with 77 appointments and 202 separations (see A/70/605, tables 14-16). The Advisory Committee was informed, upon enquiry, that between 2010 and 2015 the percentage of the staff population in non-field operations increased from 45.6 per cent to 49.4 per cent, while the percentage of the staff population in field operations decreased accordingly. The Committee was also informed that the total number of Secretariat staff in New York had increased between 2014 and 2015 from 6,410 to 6,545 (the Department of Economic and Social Affairs, the Department of Management and the Office for the Coordination of Humanitarian Affairs being the fastest growing entities in New York).[5]

25. **Subject to its comments and recommendations above, the Advisory Committee recommends that the General Assembly:**

(a) Take note of the report of the Secretary-General on the composition of the Secretariat: staff demographics (A/70/605);

(b) Endorse the proposed change in the reporting period for future reports on the composition of the Secretariat, starting with the report to be submitted to the General Assembly at its seventy-third session.

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[3] The amendments proposed by the Secretary-General are described in his report entitled "Overview of human resources management reform: assessment of the system of desirable ranges" (A/69/190/Add.4).

[4] Excluding movements of the following Secretariat staff: locally recruited staff, staff administered by UNDP and some of the staff of the International Criminal Tribunals.

[5] The Department of Economic and Social Affairs and the Department of Management had a net increase of 30 staff each, while the Office for the Coordination of Humanitarian Affairs increased by 34 staff. The Advisory Committee will further discuss the issues related to staff movements in its upcoming report on the implementation of the mobility framework.

Annex I

List of Under-Secretaries-General and Assistant Secretaries-General of the Secretariat, at 31 January 2016

No	*Level*	*Entity*	*Functional title*
	Under-Secretaries-General		
	Special advisers, envoys and representatives		
1	USG	DESA	Special Adviser on Climate Change
2	USG	DESA	Special Adviser on Innovative Financing for Development
3	USG	DESA	Special Envoy on Cities and Climate Change
4	USG	DESA	Special Envoy on Climate Change
5	USG	DESA	Special Envoy on Climate Change
6	USG	DESA	Special Envoy on Climate Change
7	USG	DESA	Special Envoy on Disability and Accessibility
8	USG	DESA	Special Envoy for Disaster Risk Reduction and Water
9	USG	DESA	Special Representative of the Secretary-General on International Migration and Development
10	USG	DM	Special Adviser to the Secretary-General
11	USG	DPA	Delegate of the Secretary-General to the Subcommission on End of Conflict Issues within the Colombian Peace Process
12	USG	DPA	Personal Envoy of the Secretary-General for the talks between Greece and the former Yugoslav Republic of Macedonia
13	USG	DPA	Personal Envoy of the Secretary-General for Western Sahara
14	USG	DPA	Special Adviser
15	USG	DPA	Special Adviser on Myanmar
16	USG	DPA	Special Adviser on the Prevention of Genocide
17	USG	DPA	Special Envoy for the Implementation of Security Council Resolution 1559 (2004)
18	USG	DPKO	Special Adviser to the Secretary-General for Community-based Medicine and Lessons from Haiti

No.	*Level*	*Entity*	*Functional title*
19	USG	EOSG	Special Adviser on the Summit on Addressing Large Movements of Refugees and Migrants
20	USG	EOSG	Special Envoy to Stop Tuberculosis
21	USG	EOSG	United Nations Special Envoy for Global Education
22	USG	EOSG	Special Adviser to the Secretary-General
23	USG	EOSG	Special Adviser to the Secretary-General on the 2030 Agenda for Sustainable Development
24	USG	MINUSCA	Special Representative of the Secretary-General for the Central African Republic and Head of the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
25	USG	MINUSMA	Special Representative of the Secretary-General for Mali and Head of the United Nations Multidimensional Integrated Stabilization Mission in Mali
26	USG	MINUSTAH	Special Representative of the Secretary-General and Head of the United Nations Stabilization Mission in Haiti
27	USG	MONUSCO	Special Representative of the Secretary-General for the Democratic Republic of the Congo and Head of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
28	USG	OSAA	Special Adviser on Africa
29	USG	OSESSS	Special Envoy for the Sudan and South Sudan and Special Representative of the Secretary-General to the African Union
30	USG	OSE-Syria	Special Envoy for Syria
31	USG	OSASG-Cyprus	Special Adviser on Cyprus
32	USG	OSASG Yemen	Special Adviser on Yemen
33	USG	OSESG-Great Lakes	Special Envoy for the Great Lakes Region
34	USG	OSRSGCAAC	Special Representative of the Secretary-General for Children and Armed Conflict
35	USG	OSRSG-SVC	Special Representative of the Secretary-General on Sexual Violence in Conflict

No.	*Level*	*Entity*	*Functional title*
36	USG	UNAMA	Special Representative of the Secretary-General for Afghanistan and Head of the United Nations Assistance Mission in Afghanistan
37	USG	UNAMI	Special Representative of the Secretary-General for Iraq and Head of the United Nations Assistance Mission for Iraq
38	USG	UNAMID	Joint Special Representative, African Union-United Nations Hybrid Operation in Darfur
39	USG	UNIOGBIS	Special Representative of the Secretary-General for Guinea-Bissau and Head of the United Nations Integrated Peacebuilding Office in Guinea-Bissau
40	USG	UNMIL	Special Representative of the Secretary-General for Liberia and Head of the United Nations Mission in Liberia
41	USG	UNMISS	Special Representative of the Secretary-General for South Sudan and Head of the United Nations Mission in South Sudan
42	USG	UNOCA	Special Representative of the Secretary-General for Central Africa and Head of the United Nations Office for Central Africa
43	USG	UNOCI	Special Representative of the Secretary-General for Côte d'Ivoire and Head of the United Nations Operation in Côte d'Ivoire
44	USG	UNOWA	Special Representative of the Secretary-General for West Africa and Head of the United Nations Office for West Africa and the Sahel
45	USG	UNOG	Special Adviser on Sport for Development and Peace
46	USG	UNOG	Special Envoy for Road Safety
47	USG	UNOV	Special Representative of the Secretary-General for Sustainable Energy for All
48	USG	UNSCO	United Nations Special Coordinator for the Middle East Peace Process and Personal Representative of the Secretary-General to the Palestine Liberation Organization and the Palestinian Authority
49	USG	UNSCOL	United Nations Special Coordinator for Lebanon
50	USG	UNSMIL	Special Representative of the Secretary-General for Libya and Head of the United Nations Support Mission in Libya

No.	*Level*	*Entity*	*Functional title*
51	USG	UNSMIS	Facilitator, Safety and Protection Thematic Working Group
52	USG	UNSMIS	Facilitator, Political and Legal Issues Thematic Working Group
53	USG	UNSOS	Special Representative of the Secretary-General for Somalia and Head of the United Nations Support Office in Somalia
	United Nations Secretariat		
54	USG	DESA	Under-Secretary-General for Economic and Social Affairs
55	USG	DFS	Under-Secretary-General for Field Support
56	USG	DGACM	Under-Secretary-General for General Assembly and Conference Management
57	USG	DM	Under-Secretary-General for Management
58	USG	DPA	Under-Secretary-General for Political Affairs
59	USG	DPKO	Under-Secretary-General for Peacekeeping Operations
60	USG	DPI	Under-Secretary-General for Communications and Public Information
61	USG	DSS	Under-Secretary-General for Safety and Security
62	USG	EOSG	Chef de Cabinet, Executive Office of the Secretary-General
63	USG	ICTR	Prosecutor, International Criminal Tribunal for Rwanda
64	USG	ICTY	Prosecutor, International Tribunal for the Former Yugoslavia
65	USG	OCHA	Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator
66	USG	ODA	Acting High Representative for Disarmament Affairs
67	USG	OHCHR	United Nations High Commissioner for Human Rights
68	USG	OHRLDC	High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
69	USG	OIOS	Under-Secretary-General for Internal Oversight Services

No.	*Level*	*Entity*	*Functional title*
70	USG	OLA	Under-Secretary-General for Legal Affairs and United Nations Legal Counsel
71	USG	UNCTAD	Secretary-General, United Nations Conference on Trade and Development
72	USG	UNEP	Executive Director, United Nations Environment Programme
73	USG	UN-Habitat	Executive Director, United Nations Human Settlements Programme
74	USG	UNODC	Director-General of the United Nations Office at Vienna and Executive Director of the United Nations Office on Drugs and Crime
75	USG	UNOG	Director-General, United Nations Office at Geneva
76	USG	UNON	Director-General, United Nations Office at Nairobi
	Regional commissions		
77	USG	ECA	Executive Secretary, Economic Commission for Africa
78	USG	ECE	Executive Secretary, Economic Commission for Europe
79	USG	ECLAC	Executive Secretary, Economic Commission for Latin America and the Caribbean
80	USG	ESCAP	Executive Secretary, Economic and Social Commission for Asia and the Pacific
81	USG	ESCWA	Executive Secretary, Economic and Social Commission for Western Asia
	Assistant Secretaries-General		
	Special advisers, envoys and representatives		
1	ASG	DPA	Special Adviser
2	ASG	DPA	Special Adviser for the Relocation of Camp Hurriya Residents Outside of Iraq
3	ASG	EOSG	Special Envoy for Financing the Health Millennium Development Goals and for Malaria
4	ASG	MINURSO	Special Representative of the Secretary-General for Western Sahara and Head of the United Nations Mission for the Referendum in Western Sahara

No	*Level*	*Entity*	*Functional title*
5	ASG	MINUSCA	Deputy Special Representative of the Secretary-General
6	ASG	MINUSCA	Deputy Special Representative of the Secretary-General and Resident Coordinator
7	ASG	MINUSMA	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
8	ASG	MINUSMA	Deputy Special Representative of the Secretary-General (Political)
9	ASG	MINUSMA	Force Commander
10	ASG	MINUSTAH	Deputy Special Representative of the Secretary-General, Political and Rule of Law
11	ASG	MINUSTAH	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
12	ASG	MONUSCO	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
13	ASG	MONUSCO	Deputy Special Representative of the Secretary-General for Operations and the Rule of Law
14	ASG	ODA	Head of the Organization for the Prohibition of Chemical Weapons-United Nations Joint Investigative Mechanism
15	ASG	OSES	Special Envoy for the Sahel
16	ASG	OSE-Syria	Deputy Special Envoy for Syria
17	ASG	OSRSG-VAC	Special Representative of the Secretary-General on Violence against Children
18	ASG	UNAMA	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
19	ASG	UNAMA	Deputy Special Representative of the Secretary-General (Political Affairs)
20	ASG	UNAMI	Deputy Special Representative of the Secretary-General for Political, Electoral and Constitutional Affairs
21	ASG	UNAMI	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator for Iraq
22	ASG	UNAMID	Deputy Joint Special Representative
23	ASG	UNAMID	Force Commander

No.	*Level*	*Entity*	*Functional title*
24	ASG	UNFICYP	Special Representative of the Secretary-General in Cyprus and Head of Mission, United Nations Peacekeeping Force in Cyprus
25	ASG	UNSMIS	Facilitator, Continuity of Public Services, Reconstruction and Development Thematic Working Group
26	ASG	UNDOF	Head of Mission and Force Commander
27	ASG	UNIS	Special Representative of the Secretary-General for the United Nations International School
28	ASG	UNISFA	Head of Mission, United Nations Interim Security Force for Abyei
29	ASG	UNMIK	Special Representative of the Secretary-General and Head of the United Nations Interim Administration Mission in Kosovo
30	ASG	UNMIL	Deputy Special Representative of the Secretary-General and Resident Coordinator
31	ASG	UNMIL	Deputy Special Representative of the Secretary-General (Political and the Rule of Law)
32	ASG	UNMISS	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
33	ASG	UNMISS	Deputy Special Representative of the Secretary-General (Political)
34	ASG	UNMISS	Force Commander
35	ASG	UNOCI	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
36	ASG	UNOCI	Deputy Special Representative of the Secretary-General
37	ASG	UNRCCA	Special Representative of the Secretary-General and Head of the United Nations Regional Centre for Preventive Diplomacy for Central Asia
38	ASG	UNRGID	United Nations Representative to the Geneva International Discussions
39	ASG	UNSCO	Deputy Special Coordinator for the Middle East Peace Process, United Nations Coordinator for Humanitarian and Development Activities in the Occupied Palestinian Territory

No.	*Level*	*Entity*	*Functional title*
40	ASG	UNSCOL	Deputy Special Coordinator and Resident and Humanitarian Coordinator
41	ASG	UNSMIL	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
42	ASG	UNSMIL	Senior Advisor to the Special Representative of the Secretary-General on security sector matters related to the dialogue process
43	ASG	UNSMIS	Facilitator, Military, Security and Counter-terrorism Thematic Working Group
44	ASG	UNSOS	Deputy Special Representative of the Secretary-General and Resident and Humanitarian Coordinator
45	ASG	UNSOS	Deputy Special Representative of the Secretary-General
46	ASG	UNTSO	Chief of Staff and Head of the United Nations Truce Supervision Organization
	United Nations Secretariat		
47	ASG	CTED	Executive Director, Counter-Terrorism Committee Executive Directorate
48	ASG	DESA	Assistant Secretary-General for Policy Coordination and Inter-Agency Affairs
49	ASG	DESA	Assistant Secretary-General for Economic Development
50	ASG	DFS	Assistant Secretary-General for Field Support
51	ASG	DM	Assistant Secretary-General for Central Support Services
52	ASG	DM	Assistant Secretary-General, Enterprise Resource Planning Project
53	ASG	DM	Assistant Secretary-General for Human Resources Management
54	ASG	DM	Assistant Secretary-General for Programme Planning, Budget and Accounts, Controller
55	ASG	DM	Chief Information Technology Officer
56	ASG	DM	President of the Staff-Management Coordination Committee
57	ASG	DPA	Assistant Secretary-General for Political Affairs

No	*Level*	*Entity*	*Functional title*
58	ASG	DPA	Assistant Secretary-General for Political Affairs
59	ASG	DPA	Mediator in Residence
60	ASG	DPA	Mediator in Residence
61	ASG	DPKO	Assistant Secretary-General for Rule of Law and Security Institutions
62	ASG	DPKO	Assistant Secretary-General for Peacekeeping Operations
63	ASG	DPKO	Military Adviser
64	ASG	DSS	Assistant Secretary-General for Safety and Security
65	ASG	EOSG	Deputy Chef de Cabinet Ad Interim, Executive Office of the Secretary-General
66	ASG	ICTR	Registrar of the International Criminal Tribunal for Rwanda
67	ASG	ICTY	Registrar, International Tribunal for the former Yugoslavia and Registrar of the International Residual Mechanism for Criminal Tribunals
68	ASG	OCHA	Assistant Secretary-General for Disaster Risk Reduction and Special Representative of the Secretary-General for the Implementation of the Hyogo Framework for Action
69	ASG	OCHA	Assistant Secretary-General for Humanitarian Affairs and Deputy Emergency Relief Coordinator
70	ASG	OCHA	Humanitarian Envoy
71	ASG	OHCHR	Deputy High Commissioner for Human Rights
72	ASG	OHCHR	Assistant Secretary-General, Head of the New York Office of the Office of the United Nations High Commissioner for Human Rights
73	ASG	OIOS	Assistant Secretary-General for Internal Oversight Services
74	ASG	OLA	Assistant Secretary-General for Legal Affairs
75	ASG	OLA	Registrar, Special Tribunal for Lebanon
76	ASG	PBSO	Assistant Secretary-General for Peacebuilding Support
77	ASG	UNCTAD	Deputy Secretary-General, United Nations Conference on Trade and Development

No.	*Level*	*Entity*	*Functional title*
78	ASG	UNEP	Executive Secretary, Secretariat of the Convention on Biological Diversity
79	ASG	UNEP	Assistant Secretary-General and Head of New York Office
80	ASG	UNEP	Deputy Executive Director, United Nations Environment Programme
81	ASG	UNIFIL	Head of Mission and Force Commander
82	ASG	UN-Habitat	Deputy Executive Director
83	ASG	UNOMS	Ombudsman

Abbreviations: DESA, Department of Economic and Social Affairs; DFS, Department of Field Support; DGACM, Department for General Assembly and Conference Management; DM, Department of Management; DPA, Department of Political Affairs; DPI, Department of Public Information; DPKO, Department of Peacekeeping Operations; ECLAC, Economic Commission for Latin America and the Caribbean; EOSG, Executive Office of the Secretary-General; MINUSCA, United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic; MINUSMA, United Nations Multidimensional Integrated Stabilization Mission in Mali; MINUSTAH, United Nations Stabilization Mission in Haiti; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; OAJ, Office of Administration of Justice; OCHA, Office for the Coordination of Humanitarian Affairs; ODA, Office for Disarmament Affairs; OHCHR, Office of the United Nations High Commissioner for Human Rights; OLA, Office of Legal Affairs; PSO, Peacebuilding Support Office; OSSA, Office of the Special Adviser on Africa; OSESSS, Office of the Special Envoy for the Sudan and South Sudan; OSE-Syria, Office of the Special Envoy for Syria; OSASG, Office of the Special Adviser of the Secretary-General; OSESG, Office of the Special Envoy of the Secretary-General; UNAMA, United Nations Assistance Mission in Afghanistan; UNAMI, United Nations Assistance Mission in Iraq; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNCTAD, United Nations Conference on Trade and Development; UNIOGBIS, United Nations Integrated Peacebuilding Office in Guinea-Bissau; UNMIL, United Nations Mission in Liberia; UNMISS, United Nations Mission in South Sudan; UNOCA, United Nations Office for Central Africa; UNOCI, United Nations Operation in Côte d'Ivoire; UNOWA, United Nations Office for West Africa and the Sahel; UNODC, United Nations Office on Drugs and Crime; UNOG, United Nations Office at Geneva; UNON, United Nations Office at Nairobi; UNOV, United Nations Office at Vienna; UNSCO, United Nations Special Coordinator for the Middle East Peace Process; UNSCOL, United Nations Special Coordinator for Lebanon; UNSMIL, United Nations Support Mission in Libya; UNSMIS, United Nations Supervision Mission in the Syrian Arab Republic; UNSOS, United Nations Support Office in Somalia.

Annex II

Number of staff above the D-2 level and all staff with contracts of one year or more for entities in the United Nations common system, 2011-2014 (as at 31 December each year)

	Ungraded (all staff above the D-2 level)					*All staff*				
Entity	*2010*	*2011*	*2012*	*2013*	*2014*	*2010*	*2011*	*2012*	*2013*	*2014*
UN	118	124	127	138	138	37 322	33 574	32 417	32 462	32 094
UNDP	11	12	12	9	14	6 276	6 514	6 474	6 285	5 993
UNFPA	3	2	3	3	3	1 616	1 668	1 691	1 784	1 851
UNOPS	2	2	2	2	2	720	718	734	720	693
UNHCR	4	4	4	4	4	5 879	5 433	5 782	6 712	6 594
UNICEF	4	3	4	4	5	7 624	8 065	8 028	8 119	8 344
UN-Women	0	3	3	3	2	0	353	524	543	610
UNITAR	1	1	1	1	0	47	62	55	49	37
UNRWA	2	2	2	2	2	191	201	200	220	221
ITC	1	1	1	1	1	264	261	263	276	262
ICSC	2	0	0	0	0	40	39	39	43	44
ICJ	1	1	1	0	1	112	111	114	113	113
UNJSPF	1	1	1	1	2	208	217	224	225	224
UNU	1	1	1	2	2	104	107	114	112	105
ILO	11	9	10	9	11	2 426	2 389	2 337	2 287	2 273
ITCILO	0	0	0	0	0	188	194	178	175	176
FAO	17	15	15	12	14	3 474	3 509	3 317	3 255	3 083
WFP	5	4	5	7	6	4 269	4 254	4 170	4 319	4 537
UNESCO	12	12	13	13	10	1 958	1 928	2 051	2 038	1 957
WHO	19	17	17	15	15	5 971	5 855	5 541	5 398	5 376
PAHO	3	3	3	3	4	793	802	828	821	809
UNAIDS	3	3	3	3	3	454	704	681	673	685
ICAO	2	1	1	1	1	700	715	745	710	714
UPU	2	2	0	2	2	194	191	191	185	178
ITU	0	0	0	0	0	738	746	749	752	741
WMO	3	3	3	3	3	272	271	280	280	291
IMO	1	0	1	1	1	295	286	296	267	266
WIPO	8	8	8	8	9	923	975	1 008	1 019	1 052
IFAD	5	6	5	6	6	530	544	534	510	537
UNIDO	1	1	1	1	1	719	685	666	617	606
IAEA	8	9	9	7	7	2 220	2 238	2 321	2 310	2 339
UNWTO	4	4	4	4	4	95	98	95	96	97
UNFCCC	0	1	1	1	1	0	449	461	487	476

	Ungraded (all staff above the D-2 level)					*All staff*				
Entity	*2010*	*2011*	*2012*	*2013*	*2014*	*2010*	*2011*	*2012*	*2013*	*2014*
UNICC	0	0	0	0	0	0	166	179	175	204
UNSSC	0	0	0	0	0	0	32	32	32	36
Total	**255**	**255**	**261**	**266**	**274**	**86 622**	**84 354**	**83 319**	**84 069**	**83 618**

Abbreviations: UN, United Nations Secretariat; UNDP, United Nations Development Programme; UNFPA, United Nations Population Fund; UNOPS, United Nations Office for Project Services; UNHCR, Office of the United Nations High Commissioner for Human Rights; UNICEF, United Nations Children's Fund; UN-Women, United Nations Entity for Gender Equality and the Empowerment of Women; UNITAR, United Nations Institute for Training and Research; UNRWA, United Nations Relief and Works Agency for Palestine Refugees in the Near East; ITC, International Trade Centre; ICSC, International Civil Service Commission; ICJ, International Court of Justice; UNJSPF, United Nations Joint Staff Pension Fund; UNU, United Nations University; ILO, International Labour Organization; International Training Centre of ILO; Food and Agriculture Organization of the United Nations; WFP, World Food Programme; UNESCO, United Nations Educational, Scientific and Cultural Organization; WHO, World Health Organization; PAHO, Pan American Health Organization; UNAIDS, Joint United Nations Programme on HIV/AIDS; ICAO, International Civil Aviation Authority; UPU, Universal Postal Union; ITU, International Telecommunication Union; WMO, World Meteorological Organization; IMO, International Maritime Organization; WIPO, World Intellectual Property Organization; IFAD, International Fund for Agricultural Development; UNIDO, United Nations Industrial Development Organization; IAEA, International Atomic Energy Agency; UNWTO, United Nations World Tourism Organization; UNFCCC, United Nations Framework Convention on Climate Change; UNICC, United Nations International Computing Centre; UNSSC, United Nations System Staff College.

Annex III

Secretariat staff members 65 years old or older appointed during the period July 2014-June 2015, by level and appointment type (excludes Under-Secretaries-General, Assistant Secretaries-General, interpreters, revisers and translators)

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
D-2	65-69	DESA	Fixed-term	04/10/2014	31/10/2016	Judge
D-2	65-69	DESA	Fixed-term	06/10/2014	31/10/2016	Judge
D-2	65-69	UNAMID	Temporary	04/08/2014	30/09/2014	Director
D-1	65-69	DM	Temporary	13/05/2015	10/05/2016	Principal Officer
D-1	65-69	DM	Temporary	17/10/2014	31/12/2014	Principal Officer
D-1	65-69	DPI	Temporary	30/03/2015	25/03/2016	Acting Director
P-5	70-74	DESA	Temporary	22/06/2015	09/09/2015	Senior Economic Affairs Officer
P-5	65-69	DESA	Temporary	12/05/2015	23/07/2015	Senior Economic Affairs Officer
P-5	65-69	DM	Temporary	02/09/2014	30/08/2016	Senior Information Systems Officer
P-5	65-69	DM	Temporary	29/09/2014	30/11/2014	Senior Administrative Management Officer
P-5	70-74	DM	Temporary	10/11/2014	31/12/2014	Procurement Officer
P-5	65-69	ECLAC	Temporary	01/09/2014	28/08/2016	Economic Affairs Officer
P-5	65-69	UNODC	Temporary	23/01/2015	22/10/2015	Representative
P-4	70-74	DESA	Temporary	27/04/2015	26/06/2015	Human Resources Officer
P-4	65-69	DESA	Temporary	06/03/2015	04/03/2016	Budget and Finance Officer
P-4	65-69	DM	Temporary	01/06/2015	18/12/2015	Human Resources Officer
P-4	65-69	DM	Temporary	15/01/2015	14/04/2015	Human Resources Officer
P-4	65-69	DM	Temporary	10/03/2015	09/06/2015	Human Resources Officer
P-4	65-69	DM	Temporary	30/07/2014	29/10/2014	Medical Officer
P-4	70-74	UNOG	Temporary	29/06/2015	09/07/2015	Medical Officer

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
P-3	65-69	DESA	Temporary	22/05/2015	05/06/2015	Administrative Officer
P-3	65-69	DM	Temporary	06/02/2015	05/05/2015	Procurement Officer
P-3	65-69	DM	Temporary	30/04/2015	30/06/2015	Procurement Officer
P-3	75+	DM	Temporary	15/09/2014	14/12/2014	Human Resources Officer
P-3	70-74	DM	Temporary	29/10/2014	31/12/2014	Procurement Officer
P-3	70-74	DPI	Temporary	09/04/2015	22/05/2015	Press Officer
P-3	70-74	DPI	Temporary	19/03/2015	15/07/2015	Television Producer
P-3	65-69	DPI	Temporary	23/09/2014	30/09/2014	Public Information Officer
P-3	75+	DPI	Temporary	23/09/2014	30/09/2014	Public Information Officer
P-3	65-69	MINUSCA	Temporary	17/03/2015	31/12/2015	Protocol Officer
P-3	65-69	MINUSCA	Temporary	28/12/2014	27/06/2015	Security Officer
P-3	65-69	OAJ	Temporary	03/06/2015	02/09/2015	Legal Officer
P-3	70-74	OCHA	Temporary	10/03/2015	09/09/2015	Human Resources Officer
FS-6	65-69	BNUB	Temporary	21/07/2014	28/02/2015	Chief of Section
FS-5	65-69	DESA	Temporary	10/03/2015	06/06/2015	Human Resources Assistant
G-7	65-69	DGACM	Temporary	16/03/2015	10/06/2015	Administrative Assistant
G-7	70-74	DM	Temporary	23/06/2015	09/09/2015	Payroll Assistant
G-7	65-69	ECLAC	Temporary	01/12/2014	31/03/2015	Programme Assistant
G-6	65-69	DESA	Temporary	12/01/2015	03/04/2015	Human Resources Assistant
G-6	70-74	DESA	Temporary	09/03/2015	25/06/2015	Finance and Budget Assistant
G-6	65-69	DESA	Temporary	09/03/2015	12/05/2015	Administrative Assistant
G-6	65-69	DESA	Temporary	01/06/2015	31/12/2015	Research Assistant
G-6	70-74	DESA	Temporary	15/12/2014	14/03/2015	Research Assistant
G-6	65-69	DESA	Temporary	02/04/2015	23/07/2015	Budget Assistant
G-6	65-69	DGACM	Temporary	25/08/2014	21/11/2014	Documents Management Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-6	65-69	DGACM	Temporary	09/02/2015	31/05/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	03/02/2015	15/05/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	07/10/2014	19/12/2014	Meetings Services Assistant
G-6	65-69	DGACM	Temporary	04/11/2014	23/10/2015	Administrative Assistant
G-6	65-69	DGACM	Temporary	20/10/2014	19/11/2014	Language Reference Assistant
G-6	65-69	DGACM	Temporary	15/08/2014	31/10/2014	Protocol Assistant
G-6	65-69	DM	Temporary	05/01/2015	22/04/2015	Human Resources Assistant
G-6	65-69	DM	Temporary	10/04/2015	07/04/2016	Senior Staff Assistant
G-6	65-69	DM	Temporary	13/04/2015	31/12/2015	Administrative Assistant
G-6	65-69	DM	Temporary	31/03/2015	01/12/2015	Administrative Assistant
G-6	65-69	DPA	Temporary	01/04/2015	31/01/2016	Administrative Assistant
G-6	70-74	DPI	Temporary	11/05/2015	10/08/2015	Administrative Assistant
G-6	75+	ECLAC	Temporary	02/03/2015	30/11/2015	Research Assistant
G-6	65-69	ECLAC	Temporary	10/09/2014	30/04/2016	Programme Assistant
G-6	65-69	ESCAP	Temporary	06/05/2015	12/06/2015	Text Processing Assistant
G-6	65-69	OCHA	Temporary	02/10/2014	01/10/2015	Staff Assistant
G-6	65-69	OHCHR	Temporary	12/01/2015	27/03/2015	Finance Assistant
G-6	65-69	UNOG	Temporary	02/02/2015	14/04/2015	Human Resources Assistant
G-6	65-69	UNOG	Temporary	02/03/2015	20/03/2015	Meetings Services Assistant
G-6	65-69	UNOG	Temporary	04/05/2015	03/08/2015	Human Resources Assistant
G-6	65-69	UNON	Temporary	10/04/2015	30/06/2015	Meetings Services Assistant
G-5	65-69	DESA	Temporary	27/03/2015	17/04/2015	Meetings Services Assistant
G-5	75+	DFS	Temporary	10/06/2015	09/10/2015	Human Resources Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-5	65-69	DFS	Temporary	12/09/2014	30/04/2016	Human Resources Assistant
G-5	65-69	DFS	Temporary	07/07/2014	06/08/2014	Human Resources Assistant
G-5	65-69	DGACM	Temporary	08/10/2014	30/04/2015	Language Services Assistant
G-5	70-74	DM	Temporary	16/09/2014	14/11/2014	Administrative Assistant
G-5	65-69	DM	Temporary	13/10/2014	31/03/2016	Human Resources Assistant
G-5	65-69	DM	Temporary	02/06/2015	01/09/2015	Procurement Assistant
G-5	65-69	DM	Temporary	18/05/2015	24/09/2015	Finance and Budget Assistant
G-5	65-69	DM	Temporary	22/07/2014	21/10/2014	Administrative Assistant
G-5	70-74	DPKO	Temporary	12/09/2014	24/10/2014	Administrative Assistant
G-5	65-69	ECLAC	Temporary	23/03/2015	22/09/2015	Human Resources Assistant
G-5	65-69	ECLAC	Temporary	03/12/2014	29/02/2016	Office Assistant
G-5	65-69	ODA	Temporary	23/02/2015	21/02/2016	Administrative Assistant
G-5	65-69	OLA	Temporary	04/05/2015	15/04/2016	Legal Assistant
G-5	65-69	PSO	Temporary	08/12/2014	29/02/2016	Staff Assistant
G-5	65-69	UNOG	Temporary	19/01/2015	13/02/2015	Secretary
G-	70-74	UNOG	Temporary	07/07/2014	08/08/2014	Secretary
G-5	70-74	UNOG	Temporary	26/05/2015	19/06/2015	Secretary
G-5	70-74	UNOG	Temporary	22/06/2015	10/07/2015	Secretary
G-5	75+	UNOG	Temporary	04/05/2015	05/06/2015	Secretary
G-5	65-69	UNOG	Temporary	04/05/2015	03/07/2015	Printing Press Operator
G-5	65-69	UNOG	Temporary	01/12/2014	16/01/2015	Accounting Assistant
G-5	65-69	UNON	Temporary	01/12/2014	31/01/2015	Editorial Assistant
G-5	65-69	UNOV	Temporary	14/04/2015	22/05/2015	Editorial and Desktop Publishing Assistant
G-5	65-69	UNOV	Temporary	04/08/2014	22/08/2014	Editorial and Desktop Publishing Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-5	65-69	UNOV	Temporary	02/03/2015	10/04/2015	Editorial and Desktop Publishing Assistant
G-5	65-69	UNOV	Temporary	29/06/2015	28/08/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	08/10/2014	31/10/2014	Language Reference Assistant
G-4	75+	DGACM	Temporary	01/07/2014	31/01/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	01/07/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	25/08/2014	24/09/2014	Editorial and Desktop Publishing Assistant
G-4	70-74	DGACM	Temporary	15/09/2014	19/12/2014	Protocol Assistant
G-4	75+	DGACM	Temporary	07/01/2015	31/03/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DGACM	Temporary	01/08/2014	29/09/2015	Editorial and Desktop Publishing Assistant
G-4	65-69	DM	Temporary	13/03/2015	31/07/2015	Team Assistant
G-4	65-69	DPA	Temporary	20/11/2014	13/02/2015	Team Assistant
G-4	65-69	DPI	Temporary	18/09/2014	17/10/2014	Public Information Assistant
G-4	65-69	DPI	Temporary	27/04/2015	22/05/2015	Editorial Assistant
G-4	65-69	DPI	Temporary	11/09/2014	08/10/2014	Public Information Assistant
G-4	65-69	OCHA	Temporary	22/07/2014	24/10/2014	Team Assistant
G-4	65-69	ODA	Temporary	20/04/2015	22/05/2015	Team Assistant
G-4	65-69	OHCHR	Temporary	08/06/2015	07/08/2015	Office Assistant
G-4	65-69	UNOG	Temporary	20/04/2015	26/06/2015	Text Processing Clerk
G-4	65-69	UNOV	Temporary	26/03/2015	31/12/2016	Conference Services Assistant
G-3	70-74	DGACM	Temporary	02/03/2015	30/06/2015	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	01/12/2014	23/12/2014	Editorial and Desktop Publishing Assistant

Level	*Age range*	*Entity*	*Appointment Type*	*Appointment effective date*	*Appointment expiration date*	*Functional title*
G-3	70-74	DGACM	Temporary	01/08/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	03/07/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	02/09/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	02/09/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	01/07/2014	31/08/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	01/07/2014	31/08/2014	Editorial and Desktop Publishing Assistant
G-3	75+	DGACM	Temporary	01/10/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	65-69	DGACM	Temporary	03/11/2014	31/12/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	02/09/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	DGACM	Temporary	02/09/2014	31/10/2014	Editorial and Desktop Publishing Assistant
G-3	70-74	UNOG	Temporary	29/09/2014	31/12/2014	Text Processing Clerk

Abbreviations: BNUB, United Nations Office in Burundi; DESA, Department of Economic and Social Affairs; DFS, Department of Field Support; DGACM, Department for General Assembly and Conference Management; DM, Department of Management; DPA, Department of Political Affairs; DPI, Department of Public Information; DPKO, Department of Peacekeeping Operations; ECLAC, Economic Commission for Latin America and the Caribbean; MINUSCA, United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic; OAJ, Office of Administration of Justice; OCHA, Office for the Coordination of Humanitarian Affairs; ODA, Office for Disarmament Affairs; OHCHR, Office of the United Nations High Commissioner for Human Rights; OLA, Office of Legal Affairs; PSO, Peacebuilding Support Office; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNIFIL, United Nations Interim Force in Lebanon; UNODC, United Nations Office on Drugs and Crime; UNOG, United Nations Office at Geneva; UNON, United Nations Office at Nairobi; UNOV, United Nations Office at Vienna.

Annex IV

Demographics of Secretariat staff by regional group

Regional group or country of nationality	*Gender*	*Professional and higher categories*		*Field Service*		*General Service and related categories*		*All staff*	
		Number	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
African Group	Female	770	6.12	639	15.43	2 941	12.08	4 350	10.59
	Male	1 851	14.70	1 134	27.38	9 665	39.69	12 650	30.79
	All	2 621	20.82	1 773	42.81	12 606	51.77	17 000	41.38
Asia-Pacific Group	Female	780	6.20	195	4.71	1 514	6.22	2 489	6.06
	Male	1 241	9.86	785	18.95	3 347	13.75	5 373	13.08
	All	2 021	16.05	980	23.66	4 861	19.96	7 862	19.14
Eastern European Group	Female	338	2.68	114	2.75	459	1.89	911	2.22
	Male	635	5.04	379	9.15	395	1.62	1 409	3.43
	All	973	7.73	493	11.90	854	3.51	2 320	5.65
Latin American and Caribbean Group	Female	430	3.42	89	2.15	967	3.97	1 486	3.62
	Male	503	4.00	181	4.37	1 385	5.69	2 069	5.04
	All	933	7.41	270	6.52	2 352	9.66	3 555	8.65
Western European and other States Group	Female	2 878	22.86	153	3.69	1 843	7.57	4 874	11.86
	Male	3 137	24.92	444	10.72	1 727	7.09	5 308	12.92
	All	6 015	47.78	597	14.41	3 570	14.66	10 182	24.79
Subtotal	**Female**	**5 196**	**41.27**	**1 190**	**28.73**	**7 724**	**31.72**	**14 110**	**34.35**
	Male	**7 367**	**58.51**	**2 923**	**70.57**	**16 519**	**67.84**	**26 809**	**65.26**
	All	**12 563**	**99.79**	**4 113**	**99.30**	**24 243**	**99.56**	**40 919**	**99.61**
State of Palestine	Female	5	0.04	6	0.14	14	0.06	25	0.06
	Male	17	0.14	23	0.56	70	0.29	110	0.27
	All	22	0.17	29	0.70	84	0.34	135	0.33
Stateless	Female	1	0.01	–	0.00	–	0.00	1	0.00
	Male	4	0.03	–	0.00	22	0.09	26	0.06
	All	5	0.04	–	0.00	22	0.09	27	0.07
Total	**Female**	**5 202**	**41.32**	**1 196**	**28.87**	**7 738**	**31.78**	**14 136**	**34.41**
	Male	**7 388**	**58.68**	**2 946**	**71.13**	**16 611**	**68.22**	**26 945**	**65.59**
	All	**12 590**	**100.00**	**4 142**	**100.00**	**24 349**	**100.00**	**41 081**	**100.00**